

From: This Week @ EPA [epanews@epa.gov]
Sent: 6/1/2022 9:36:01 PM
Subject: This Week@EPA June 1, 2022

THIS WEEK @ EPA



Photo of the Week: Sunrise at Lanikai Pillbox Hike, Taken by Delanie Vasil, Region 9.

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IN CASE YOU MISSED IT

- Administrator Regan makes a [Statement on the Tragic Events in Uvalde, Texas.](#)
- Administrator Regan and EPA [Honor Those Who Sacrificed for Our Freedoms.](#)
- Administrator Regan Announces [Historic Raising the Pride Flag at EPA.](#)
- Administrator Regan [Congratulates](#) our new Assistant Administrator for ORD.
- Deputy Administrator McCabe notes the [Launch of the 2022 Federal Employee Viewpoint Survey.](#)

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- Biden-Harris Administration [Announce Actions to Improve Drinking Water and Wastewater Services](#) for Tribes and Alaska Native Villages.
- Administrator Regan [Highlights US Climate Leadership, Work to Deliver Environmental Justice, Pollution Reductions and Ocean Protections](#) at G7 Ministers Meeting in Berlin.
- EPA [Releases Annual Air Report](#), Highlighting Trends Through 2021.
- EPA [Marks 14th Don't Fry Day](#), Urges Sun Safety to Guard against Skin Cancer.
- EPA [Announces the 2022 National Federal Facility Excellence in Site Reuse Award Winners](#).
- EPA and Army Host Southwest - [Focused Virtual Regional WOTUS Roundtable](#).
- EPA [Seeks Applications](#) For Brownfields Job Training Grants.
- EPA [Names 2022 Top Cities for Energy Star Certified Buildings](#).
- EPA [Announces \\$75 Million WIFIA Loan](#) to Mitigate Flood Risk in Howard County, Maryland.
- [Joint Statement](#) by the U.S. Environmental Protection Agency, the German Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection, and the German Environment Agency.
- EPA [Announces Federal Working Group](#) to Strengthen Coordination on Water Reuse and Integrated Water Resources Management Approaches.
- EPA [Announces \\$97 Million in WIFIA Loans](#) to Modernize Water Infrastructure in Medford, Oregon.
- EPA [Announces \\$10 million in Grant Funding](#) to Support Water Quality Monitoring for Safe Summer Beach Recreation.

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This week we recognize these 13 employees:

- **Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month:** This week, in honor of AANHPI Heritage Month, we recognize the following 13 employees: Catherine Penilla

(ORD), Chitra Kumar, Ed Chu (R7), Harrison Cheng (ORD), Jacquie Linenberg-Huynh (OECA), Lisa Pham (R6), Lohitaksha (Lo.) Rao (R8), Maria Martir (OIG), Melissa Wise (OMS), Nicole Tachiki (R2), Piyachat Terrell (AO), Roopa Mulchandani (OIG), Tina Yin (R9) [Please read this week's profiles.](#)

[Nominate an employee >](#)



Consider Voting for EPA's Sammies Finalist Cindy Newberg

Cindy Newberg, the Stratospheric Protection Division Director in the Office of Air and Radiation's Office of Atmospheric Programs, has progressed to the next round of voting (top 12) for the 2022 Samuel J. Heyman Service to America Medals People's Choice Award. [Consider voting for Cindy here.](#)

Gender Pronouns: 101

Pronouns are a lot like names: we use them to refer to people when they aren't around. As with names, pronouns can be deeply tied to a person's identity, and people might choose to change their pronouns for a number of reasons. Everyone should be able to choose how others refer to them and it's a show of respect to learn and use people's pronouns. [Learn how to create an inclusive culture at EPA.](#)

Week 5: AANHPI Leader Profile

In honor of Asian American Pacific Islander (AAPI) Month, the EPA Asian American Native Hawaiian and Pacific Islander (AANHPI) EmPower group has put together a series of Asian American profiles. Each week this month one such profile will be shared. This week we introduce Edith Kanaka'ole. [Learn more about Edith Kanaka'ole.](#)

Closing out Older Americans Month

As we bring this month to a close, we want to give you one last tidbit for Older Americans Month. Please remember to support your loved ones & let them know they are loved. Give them their flowers no matter what, and [let them know you are here for them.](#)

EPA Perspectives: Hurricane Season is Almost Here, and It's Time to Get Prepared

From Irma to Maria to Ida, we have seen more and more highly destructive hurricanes over the past several years. In fact, last year was the third most active hurricane season ever. As these large storms become more frequent, we know that climate change is a major factor to the increase in these extreme weather events. [Read the EPA Perspectives article on hurricane preparedness.](#)

Bee Part of the Buzz: 2nd Annual Pollinator Photo Contest

Participate in the [Pollinator Protection Initiative's 2nd Annual Pollinator Photo Contest](#) to celebrate National Pollinator Week, June 20-26. Recognize contributions pollinators such as bees, butterflies, birds, and bats make to our economy and food supply by submitting your pollinator and pollinator habitat photos. [Participate in the Photo Contest](#).

Instructions for time and attendance for Pay Period 12, 2022, May 22-June 4, 2022

This is time and attendance guidance for Pay Period 12, May 22-June 4, 2022. [Please see the guidance to the time and attendance](#).

[Internal News >](#)



2022 Employee Viewpoint Survey Launches

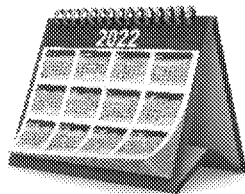
The U.S. Office of Personnel Management launches the 2022 Employee Viewpoint Survey (EVS) this week. The EVS measures employee perceptions about areas critical to federal agencies, such as leadership, supervisors, individual work units, and the work-life environment. [Please be on the lookout](#) for this voluntary and confidential survey.



Recognizing 25 years of children's health at EPA

The Office of Children's Health Protection hosted a discussion with former EPA Administrator Carol Browner, current EPA Deputy Administrator Janet McCabe and Ramona Trovato, the first OCHP Director, to discuss EPA's work to protect children's health. The discussion highlighted key milestones that influenced how EPA protects children from environmental exposures, actions to protect children's health in the future, and emerging children's environmental health issues.

[View video >](#)



May 31: [Timecard Corrections Due from Prior Pay Periods for Pay Period 12](#)

June 1: [Join the Cut Your Carbon Footprint Challenge](#)

June 1: [EPA's Voices Against Racism](#)

June 2: [Time and Attendance for Pay Period 12 ending June 4, 2022](#)

June 6: [GeoPlatform Webinar Series](#)

June 8: [Webinar #2: Estimating Cumulative Health Burdens Using the Global Burden of Disease \(GBD\) Method](#)

June 14-16: [2022 Laboratory Enterprise Showcase](#)

Please visit the [agency calendar](#) (VPN required) to add agency events to your Outlook calendar. For help adding agency calendar items to your Outlook calendar, please see: [How to Easily Add Agency Calendar Events to Outlook](#).

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We would love to hear our feedback about this newsletter. Please contact us at internalcomms@epa.gov | <https://work.epa.gov/ao/about-office-internal-communications>

Looking for previous editions of the newsletter? Go to the [Newsletter Archive](#)

Message

From: Message from the Administrator [messagefromtheadadministrator@epa.gov]
Sent: 6/27/2022 9:18:27 PM
To: Message from the Administrator [messagefromtheadadministrator@epa.gov]
Subject: EPA's 20th Annual Pride Month Observance



Dear Colleagues,

Please join EPA's 20th Annual Pride Month Observance, celebrating EPA's LGBTQIA+ community, on Thursday, June 30, 12:00-1:30 p.m. ET via [MS Teams Live](#).

This year, we kicked off Pride Month on June 1st by [raising the Pride Flag](#) at EPA Headquarters for the first time in EPA's 50-year history.

Twenty years ago this month, EPA hosted its first Pride Month Observance in the Rachel Carson Green Room. The keynote speaker was Frank Kameny, who had become one of the most significant gay rights activists after being fired from his position as astronomer at the US Army Map Service during the Lavender Scare – the federal government's decades of mass-firings, starting in the 1950s, of thousands of government officials suspected to be "homosexual."

This year's theme is "Being an Ally to LGBTQIA+ Employees and Family Members," as President Biden highlighted in his Pride month [Presidential Pride Month Proclamation](#). After decades of progress in the rights for sexual orientation and gender identity minorities, now is a time of uncertainty and danger, as legislation in various states challenges the rights of LGBTQIA+ people, especially people of color, transgender people, and youth. In response, a diverse, nationwide panel of EPA employees will share brave stories of allyship and support for LGBTQIA+ family members.

The keynote speaker for the program is **Brian Bond, Executive Director of Parents and Friends of Lesbian and Gays (PFLAG) and former Associate Administrator for the EPA Office of Public Engagement and Environmental Education** during the Obama Administration. Brian will provide a message of hope and encouragement for ally-led action. This year's Pride Observance is hosted by the LGBTQ+ Special Emphasis Program Advisory Council, Equality EPA, the Office of Water, and the Office of Mission Support.

Accessibility Information:

EPA will provide Communication Access Real-time Translation (CART captioning), ASL (American Sign Language) interpreters, and CLTs (Cued Language Translators). For these features, please join via [ZoomGov for Accessibility](#) (Meeting ID: Ex. 6 Personal Privacy (PP)). For audio-only, please dial Ex. 6 Personal Privacy (PP). If you need technical assistance on the day of the event, please contact your local IT helpdesk.

Separately, if you require a disability accommodation, please contact Reasonable accommodations at disabilityaccommodations@epa.gov.

If you miss the event, it will be available for on-demand viewing from the Office of Multimedia intranet site within 48 hours of the event.

Please add this event to your calendar and plan to attend.

Michael S. Regan
Administrator

Appointment

From: MassMailer [massmailer@epa.gov]
Sent: 6/28/2022 9:59:14 PM
To: EPA-DynamicMassMailer [EPA-DynamicMassMailer@epa.gov]

Subject: EPA's 20th Annual Pride Month Observance
Location: MS Teams

Start: 6/30/2022 4:00:00 PM
End: 6/30/2022 5:30:00 PM
Show Time As: Tentative

Required Attendees: EPA-DynamicMassMailer

Please join EPA's 20th Annual Pride Month Observance, celebrating EPA's Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual (LGBTQIA+) community, on Thursday, June 30, 12-1:30 p.m. ET via [MS Teams Live](#). This year, Pride Month kicked off with Administrator Regan raising the Pride Flag at EPA Headquarters for the first time in EPA's 50-year history.

This year's theme is "Being an Ally to LGBTQIA+ Employees and Family Members" as stated in the [Presidential Pride Month Proclamation](#). The keynote speaker for the program is Brian Bond, Director of PFLAG and former Associate Administrator for the Office of Public Engagement and Environmental Education. He will provide a message of hope and encouragement for ally-led action.

Accessibility Information: EPA will provide Communication Access Real-time Translation (CART captioning), ASL (American Sign Language) interpreters, and CLTs (Cued Language Translators). For these features, please join via [ZoomGov for Accessibility](#) (Meeting ID: [Ex. 6 Personal Privacy \(PP\)](#)). For audio-only, please dial [Ex. 6 Personal Privacy \(PP\)](#). [Ex. 6 Personal Privacy \(PP\)](#) If you need technical assistance on the day of the event, please contact your local IT helpdesk. Separately, if you require a disability accommodation, please contact Reasonable accommodations at disabilityaccommodations@epa.gov.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Join with a video conferencing device

[Ex. 6 Personal Privacy \(PP\)](#)

Video Conference ID: [Ex. 6 Personal Privacy \(PP\)](#)

[Alternate VTC instructions](#)

For all EPA meetings, there is no expectation of privacy regarding any communications. Participation in a recorded meeting will be deemed as consent to be recorded. Information on EPA systems is the property of the Agency and may become official records.

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From: Widener, Charles (Chuck) [Widener.Charles@epa.gov]
Sent: 6/30/2022 4:30:35 PM
To: Levine, Carolyn [Levine.Carolyn@epa.gov]; Kaiser, Sven-Erik [Kaiser.Sven-Erik@epa.gov]; Haman, Patricia [Haman.Patricia@epa.gov]; Bowles, Jack [Bowles.Jack@epa.gov]; Saddler, Melissa [Saddler.Melissa@epa.gov]; Niebling, William [Niebling.William@epa.gov]; Smith, Grace [Smith.Grace@epa.gov]; Hurley, Kevin [Hurley.Kevin@epa.gov]; Young, Margo [Young.Margo@epa.gov]; Biton, Leiran [biton.leiran@epa.gov]; Ackerman, Stephanie [Ackerman.Stephanie@epa.gov]; Colip, Matthew [colip.matthew@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]; Harrison, Jennifer [Harrison.Jennifer@epa.gov]; Hackel, Angela [Hackel.Angela@epa.gov]; Johnston, Khanna [Johnston.Khanna@epa.gov]; Hanson, Mark [hanson.mark@epa.gov]; Beisser, Shannan [Beisser.Shannan@epa.gov]; Gutro, Doug [Gutro.Doug@epa.gov]; Czulak, Aleksandra [Czulak.Aleksandra@epa.gov]; McAtee, Jeffrey [McAtee.Jeffrey@epa.gov]; Mears, Mary [Mears.Mary@epa.gov]; Richardson, RobinH [Richardson.RobinH@epa.gov]; Senn, John [Senn.John@epa.gov]; Kelley, Jeff [kelley.jeff@epa.gov]; 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I am also on the Pride Month event Mary.

From: Carter-Jenkins, Shakeba [Carter-Jenkins.Shakeba@epa.gov]
Sent: 6/30/2022 4:31:32 PM
To: Levine, Carolyn [Levine.Carolyn@epa.gov]; Kaiser, Sven-Erik [Kaiser.Sven-Erik@epa.gov]; Haman, Patricia [Haman.Patricia@epa.gov]; Bowles, Jack [Bowles.Jack@epa.gov]; Saddler, Melissa [Saddler.Melissa@epa.gov]; Niebling, William [Niebling.William@epa.gov]; Smith, Grace [Smith.Grace@epa.gov]; Hurley, Kevin [Hurley.Kevin@epa.gov]; Young, Margo [Young.Margo@epa.gov]; Biton, Leiran [biton.leiran@epa.gov]; Ackerman, Stephanie [Ackerman.Stephanie@epa.gov]; Colip, Matthew [colip.matthew@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]; Harrison, Jennifer [Harrison.Jennifer@epa.gov]; Hackel, Angela [Hackel.Angela@epa.gov]; Johnston, Khanna [Johnston.Khanna@epa.gov]; Hanson, Mark [hanson.mark@epa.gov]; Beisser, Shannan [Beisser.Shannan@epa.gov]; Gutro, Doug [Gutro.Doug@epa.gov]; Czulak, Aleksandra [Czulak.Aleksandra@epa.gov]; McAtee, Jeffrey [McAtee.Jeffrey@epa.gov]; Mears, Mary [Mears.Mary@epa.gov]; Richardson, RobinH [Richardson.RobinH@epa.gov]; Senn, John [Senn.John@epa.gov]; Kelley, Jeff [kelley.jeff@epa.gov]; Jenkins, Brandi [Jenkins.Brandi@epa.gov]; Mylott, Richard [Mylott.Richard@epa.gov]; Deegan, Dave [Deegan.Dave@epa.gov]; Holsman, Marianne [Holsman.Marianne@epa.gov]; Risley, David [Risley.David@epa.gov]; Rodriguez, Elias [Rodriguez.Elias@epa.gov]; Acevedo, Janie [Acevedo.Janie@epa.gov]; Norcross, Jeffrey [Norcross.Jeffrey@epa.gov]; Harwood, Jackie [Harwood.Jackie@epa.gov]; Calvino, Maria Soledad [Calvino.Maria@epa.gov]; Mutter, Andrew [mutter.andrew@epa.gov]; Alpern, Michael [Alpern.Michael@epa.gov]; Rumph, Mikayla [Rumph.Mikayla@epa.gov]; Hubbard, Carolyn [Hubbard.Carolyn@epa.gov]; Millett, John [Millett.John@epa.gov]; Dunton, Cheryl [Dunton.Cheryl@epa.gov]; DeLuca, Isabel [DeLuca.Isabel@epa.gov]; Maguire, Megan [Maguire.Megan@epa.gov]; Lippert, Allison [lippert.allison@epa.gov]; Fitzpatrick, Kacey [Fitzpatrick.Kacey@epa.gov]; Conrad, Daniel [conrad.daniel@epa.gov]; Khan, Barbara [Khan.Barbara@epa.gov]; Ostendorf, Jody [ostendorf.jody@epa.gov]; Lieberman, Paige [Lieberman.Paige@epa.gov]; Efron, Brent [Efron.Brent@epa.gov]; Bascomb, Desiree [Bascomb.Desiree@epa.gov]; Dee, Rhiannon [dee.Rhiannon@epa.gov]; Lamson, Amy [Lamson.Amy@epa.gov]; Zinsmeister, Emma [Zinsmeister.Emma@epa.gov]; Nye, Michael [nye.michael@epa.gov]; McBay, Stephen [Mcbay.Stephen@epa.gov]; Diaz, Catherine [Diaz.Catherine@epa.gov]; Manges, Ellen [Manges.Ellen@epa.gov]; Cole, Danielle [Cole.Danielle@epa.gov]; Gentile, Laura [Gentile.Laura@epa.gov]; Kaldani, Jason [Kaldani.Jason@epa.gov]; Hartzell, Sharon [hartzell.sharon@epa.gov]; Besch, Brianna [besch.brianna@epa.gov]; Carey, Curtis [Carey.Curtis@epa.gov]; DCRoomWJCN3530-AO-DA [DCRoomWJCN3530-AO-DA@epa.gov]; R7-RO2.2-S08-14/R7-RO [R7-RO2.2-S08-14@epa.gov]; DCRoomWJCN3415/AOOPA [DCRoomWJCN3415AOOPA@epa.gov]; McMichael, Nate [McMichael.Nate@epa.gov]; Wardell, Christopher [Wardell.Christopher@epa.gov]; Lucey, John [Lucey.John.D@epa.gov]; Tapp, Joshua [Tapp.Joshua@epa.gov]; Dunbar, Bill [dunbar.bill@epa.gov]; Jakob, Avivah [Jakob.Avivah@epa.gov]; Clemons, Beth [Clemons.Beth@epa.gov]; Noble, Kim [Noble.Kim@epa.gov]; Watkins, Kelly [Watkins.Kelly@epa.gov];

Ex. 6 Personal Privacy (PP)

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I am on the pride month event as well. it's very good.

From: Mears, Mary [Mears.Mary@epa.gov]
Sent: 6/30/2022 4:29:42 PM
To: Levine, Carolyn [Levine.Carolyn@epa.gov]; Kaiser, Sven-Erik [Kaiser.Sven-Erik@epa.gov]; Haman, Patricia [Haman.Patricia@epa.gov]; Bowles, Jack [Bowles.Jack@epa.gov]; Saddler, Melissa [Saddler.Melissa@epa.gov]; Niebling, William [Niebling.William@epa.gov]; Smith, Grace [Smith.Grace@epa.gov]; Hurley, Kevin [Hurley.Kevin@epa.gov]; Young, Margo [Young.Margo@epa.gov]; Biton, Leiran [biton.leiran@epa.gov]; Ackerman, Stephanie [Ackerman.Stephanie@epa.gov]; Colip, Matthew [colip.matthew@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]; Harrison, Jennifer [Harrison.Jennifer@epa.gov]; Hackel, Angela [Hackel.Angela@epa.gov]; Johnston, Khanna [Johnston.Khanna@epa.gov]; Hanson, Mark [hanson.mark@epa.gov]; Beisser, Shannan [Beisser.Shannan@epa.gov]; Gutro, Doug [Gutro.Doug@epa.gov]; Czulak, Aleksandra [Czulak.Aleksandra@epa.gov]; McAtee, Jeffrey [McAtee.Jeffrey@epa.gov]; Richardson, RobinH [Richardson.RobinH@epa.gov]; Senn, John [Senn.John@epa.gov]; Kelley, Jeff [kelley.jeff@epa.gov]; Jenkins, Brandi [Jenkins.Brandi@epa.gov]; 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FYI, this meeting today conflicts with a really great pride month presentation that I reluctantly left, so others may choose to stay there....

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 6/7/2022 4:06:56 PM
To: Fiona Lanigan [flanigan@pflag.org]
CC: Brian Bond [brianbond@pflag.org]; Enobakhare, Rosemary [Enobakhare.Rosemary@epa.gov]; Cortez Russell, Loni [Russell.Loni@epa.gov]
Subject: RE: dates for EPA LGBGTQ+ event

Thanks so much .. this is great news

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Fiona Lanigan <flanigan@pflag.org>
Sent: Tuesday, June 7, 2022 11:56 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Brian Bond <brianbond@pflag.org>; Enobakhare, Rosemary <Enobakhare.Rosemary@epa.gov>; Cortez Russell, Loni <Russell.Loni@epa.gov>
Subject: Re: dates for EPA LGBGTQ+ event

Hi Nancy,

I hope all is well! 12pm EST on June 30th works great!

Please let us know the next steps.

Many thanks,
Fiona

Fiona Lanigan | Executive Assistant and Special Projects Coordinator | PFLAG National
Pr•nouns: She/Her/Hers [\(Why is this here?\)](#)

202-683-6830 or ext 279

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On Mon, Jun 6, 2022 at 2:29 PM Grantham, Nancy <Grantham.Nancy@epa.gov> wrote:

Hi Brian and Fiona,

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Thanks ng

Nancy Grantham

Principal Deputy Associate Administrator

Environmental Protection Agency

Office of Public Affairs

202-564-6879 (desk)

202-253-7056 (cell)

grantham.nancy@epa.gov

From: Grantham, Nancy

Sent: Friday, May 20, 2022 1:39 PM

To: Brian Bond <brianbond@pflag.org>

Cc: Enobakhare, Rosemary <Enobakhare.Rosemary@epa.gov>; Cortez Russell, Loni <Russell.Loni@epa.gov>; Fiona Lanigan <flanigan@pflag.org>

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Brian K. Bond

| Executive Director

Pronouns:

he/him/his

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P:

(202) 997-7548 | pflag.org | straightforequality.org

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Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 6/9/2022 3:55:31 PM
To: Ryan, Jini [Ryan.Jini@epa.gov]; Fiona Lanigan [flanigan@pflag.org]
CC: Enobakhare, Rosemary [Enobakhare.Rosemary@epa.gov]; Cortez Russell, Loni [Russell.Loni@epa.gov]
Subject: RE: dates for EPA LGBTQ+ event

The date is 6/30 at 12 noon – Brian is the only external presenter and we are still working on the run of show and timing – so Fiona if we can get the email address .. we will go from there thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Ryan, Jini <Ryan.Jini@epa.gov>
Sent: Thursday, June 9, 2022 11:53 AM
To: Fiona Lanigan <flanigan@pflag.org>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Enobakhare, Rosemary <Enobakhare.Rosemary@epa.gov>; Cortez Russell, Loni <Russell.Loni@epa.gov>
Subject: RE: dates for EPA LGBTQ+ event

Fiona,

I don't have any details for this event so can you please provide:

Date
Time (start and end)
Title
EPA presenters
External presenters
Any slides?

Thanks.

Ms. Jini Ryan
Director
Office of Multimedia (OM)
U.S. Environmental Protection Agency

[202-564-0175](tel:202-564-0175) (Office)
[703-589-6035](tel:703-589-6035) (Cell)
ryan.jini@epa.gov (Email)

Address:
1200 Pennsylvania Ave., NW
WJC-North, Room 6330H, MC 1703A
Washington, DC 20460

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From: Fiona Lanigan <flanigan@pflag.org>
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Ok! Thanks Nancy!

Fiona Lanigan | Executive Assistant and Special Projects Coordinator | PFLAG National
Pronouns: She/Her/Hers (*[Why is this here?](#)*)

202-683-6830 or ext 279

pflag.org | straightforequality.org

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Please look for an email from ryan.jini@epa.gov

Thank you so much

Nancy Grantham

Principal Deputy Associate Administrator

Environmental Protection Agency

Office of Public Affairs

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202-253-7056 (cell)

grantham.nancy@epa.gov

From: Fiona Lanigan <flanigan@pflag.org>

Sent: Tuesday, June 7, 2022 11:56 AM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>

Cc: Brian Bond <brianbond@pflag.org>; Enobakhare, Rosemary <Enobakhare.Rosemary@epa.gov>; Cortez Russell, Loni <Russell.Loni@epa.gov>

Subject: Re: dates for EPA LGBTQ+ event

Hi Nancy,

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Please let us know the next steps.

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Fiona Lanigan | Executive Assistant and Special Projects Coordinator | PFLAG National
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CC: Grantham, Nancy [Grantham.Nancy@epa.gov]; Brian Bond [brianbond@pflag.org]; Enobakhare, Rosemary [Enobakhare.Rosemary@epa.gov]; Cortez Russell, Loni [Russell.Loni@epa.gov]
Subject: RE: dates for EPA LGBGTQ+ event

Ok great.

We'll work on getting him authenticated and will send him the instructions for the first part, then we'll set up a test with him for the connection check. Thanks.

Ms. Jini Ryan
Director
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U.S. Environmental Protection Agency

202-564-0175 (Office)
703-589-6035 (Cell)
ryan.jini@epa.gov (Email)

Address:
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Hi Jini,

Brian's email is brianbond@pflag.org. We do not use Teams at work and Brian has used it before so it should be fine but a connection test is always welcome!

Many thanks,
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On Thu, Jun 9, 2022 at 11:55 AM Ryan, Jini <Ryan.Jini@epa.gov> wrote:

Fiona and Brian,

I just need an email address that we can use to authenticate Brian on the EPA tenant. Brian, if you use Teams at work, then it's best if you provide a different email address to ensure the connection will work.

Once we get the information we'll provide instructions on what you'll need to do to authenticate and we'll work to set up a quick connection test with you several days prior to the event. Thanks.

Ms. Jini Ryan
Director
Office of Multimedia (OM)
U.S. Environmental Protection Agency

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From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 5/8/2022 10:39:07 PM
To: Enobakhare, Rosemary [Enobakhare.Rosemary@epa.gov]
Subject: FW: EPA Pride Observance 2022.docx
Attachments: EPA Pride Observance 2022.docx

Hi there ..

This is what I want to talk with Brian Bond about.

Thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
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202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Comerford, Sherri <Comerford.Sherri@epa.gov>
Sent: Thursday, May 5, 2022 4:37 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: EPA Pride Observance 2022.docx

Hi Nancy,

It was great speaking with you this morning. Here is some information on the concept for this year's Pride Observance, our dream format (if both guest speakers say yes) and a couple of options if one or both of them can't make it.

Sherri

EPA Pride 2022

Presented by the LGBTQ+ Advisory Council, Equality EPA, Office of Water and Office of Mission Support

Concept: On being an ally to EPA's LGBTQIA+ employees and family members

Background: We are in a time of unprecedented acceptance and protection for LGBTQIA+ people. In the last decade, the Supreme Court has struck down the "Don't Ask Don't Tell" policy and the Defense of Marriage Act, affirming our right to serve in the military and to marry the person we love. Just two years ago, the Court ruled that Title VII of the Civil Rights Act of 1964 protects gay and transgender workers from workplace discrimination.

However, we are also in a time of backlash as many states develop legislation targeting LGBTQIA+ youth, curtailing access to medically appropriate care for transgender youth, preventing participation in sports, and limiting discussion of LGBTQIA+ topics in schools. We know that regardless of the outcome of this legislation, it takes a toll on these young people. These youth are at high risk for suicide – [[HYPERLINK "https://www.cbsnews.com/news/lgbtq-youth-suicide-the-trevor-project-mental-health-2022/"](https://www.cbsnews.com/news/lgbtq-youth-suicide-the-trevor-project-mental-health-2022/)]. Not because anything is inherently wrong with being gay or trans, but because of stigmatization and mistreatment. The study also identified key protective factors: having at least one accepting adult; gender identity acceptance from adults and peers; having at least one LGBTQ-affirming space; being able to participate in sports; respect for pronouns.

Throughout EPA, in every Region, Lab, and Program Office, we know that what is happening nationally and in states impacts employees and our families.

Ex. 6 Personal Privacy (PP)

Ex. 6 Personal Privacy (PP)

So in these times, we look to our community for strength and inspiration. We plan to convene a panel of speakers to convene a diverse panel of 2-3 speakers to share their own stories of allyship and support for LGBTQIA+ family members. We will seek speakers through Equality EPA, the LGBTQ+ SEP program and fellow SEP Programs, and the Emerging Leaders Network. We also would be honored to welcome an infusion of morale boost and encouragement for strong ally action from two invited VIP guest speakers.

Our Dream Format:

- Introduction by Administrator Michael S. Regan
- **Ex. 5 Deliberative Process (DP)**
- Panel Discussion: 2-3 brave stories from a diverse cadre of EPA employees with LGBTQIA+ family members, moderated by a representative from the LGBTQ+ SEP Advisory Council
- Closing Remarks: Brian Bond, Executive Director of PFLAG, former Deputy Director for the White House Office of Public Engagement and primary liaison for the LGBTQ community; and prior Associate Administrator for Public Engagement and Environmental Education.
- Wrap-up by a representative from Equality EPA

Our Almost-Dream Format:

Same as above, but with Opening and/or Closing Remarks from an LGBTQIA+ SES member or SES member with LGBTQIA+ family members; and/or Office of Water and Office of Mission Support AAs.

Message

From: Cortez Russell, Loni [Russell.Loni@epa.gov]
Sent: 5/16/2022 11:08:38 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]
CC: Brian Bond [brianbond@pflag.org]; Enobakhare, Rosemary [Enobakhare.Rosemary@epa.gov]; Fiona Lanigan [flanigan@pflag.org]
Subject: Re: sorry to bug on this -- can you send me Brian Bond's contact info for the Pride month event at EPA thanks ng

Hello Brian!!

On May 16, 2022, at 2:47 PM, Grantham, Nancy <Grantham.Nancy@epa.gov> wrote:

Thanks. Fiona and Brian – I will be back in touch shortly thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Brian Bond <brianbond@pflag.org>
Sent: Monday, May 16, 2022 2:43 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Enobakhare, Rosemary <Enobakhare.Rosemary@epa.gov>; Cortez Russell, Loni <Russell.Loni@epa.gov>; Fiona Lanigan <flanigan@pflag.org>
Subject: Re: sorry to bug on this -- can you send me Brian Bond's contact info for the Pride month event at EPA thanks ng

Thanks Rosemary! Hi Loni! Hey Nancy, great to connect. Adding in Fiona from my side to help keep track. Nancy circle back with Fiona and me on what dates you are thinking and timewise. I am def out of pocket the first full week of June. And likely out of pocket June 24th through 28th. There are a few other balls up in the air but nothing locked in solid yet.

On Mon, May 16, 2022 at 2:37 PM Grantham, Nancy <Grantham.Nancy@epa.gov> wrote:

It's a deal, indeed.

Brian, do you have any June dates that do not work for you and we will work around those.

It will be great to see you.

I will be in touch with more info.

Thanks ng

Nancy Grantham

Principal Deputy Associate Administrator

Environmental Protection Agency

Office of Public Affairs

202-564-6879 (desk)

202-253-7056 (cell)

grantham.nancy@epa.gov

From: Enobakhare, Rosemary <Enobakhare.Rosemary@epa.gov>

Sent: Monday, May 16, 2022 2:34 PM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Brian Bond <brianbond@pflag.org>

Cc: Cortez Russell, Loni <Russell.Loni@epa.gov>

Subject: RE: sorry to bug on this -- can you send me Brian Bond's contact info for the Pride month event at EPA thanks ng

Adding Brian here. I told him what you were thinking and he agreed but Loni and I have to attend whatever event you're pulling together, that was the deal!

From: Grantham, Nancy <Grantham.Nancy@epa.gov>

Sent: Monday, May 16, 2022 2:30 PM

To: Enobakhare, Rosemary <Enobakhare.Rosemary@epa.gov>

Subject: sorry to bug on this -- can you send me Brian Bond's contact info for the Pride month event at EPA thanks ng

Nancy Grantham

Principal Deputy Associate Administrator

Environmental Protection Agency

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202-564-6879 (desk)

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grantham.nancy@epa.gov

--

Brian K. Bond

| Executive Director

Pronouns:

he/him/his

PFLAG National | 1625 K Street NW Suite 700, Washington, DC 20006

P:

(202) 997-7548 | pflag.org | straightforequality.org

[Like us on Facebook](#) | [Follow us on Twitter](#) | [Follow us on Instagram](#) | [Watch us on YouTube](#)

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 5/5/2022 9:25:18 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
Subject: FW: EPA Pride Observance 2022.docx
Attachments: EPA Pride Observance 2022.docx

Lindsay – per our discussion. The only dates that don't work are the 15th, 22nd and 27th (due to OECA and OCFO Pride events and Juneteenth (Ms. Opal Lee) event).

Also, we have confirmed with GSA that we can fly the Pride flag for the full month of June – so that could be a separate event.

Let me know if you have questions.

Thanks ng

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202-253-7056 (cell)
grantham.nancy@epa.gov

From: Comerford, Sherri <Comerford.Sherri@epa.gov>
Sent: Thursday, May 5, 2022 4:37 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: EPA Pride Observance 2022.docx

Hi Nancy,

It was great speaking with you this morning. Here is some information on the concept for this year's Pride Observance, our dream format (if both guest speakers say yes) and a couple of options if one or both of them can't make it.

Sherri

EPA Pride 2022

Presented by the LGBTQ+ Advisory Council, Equality EPA, Office of Water and Office of Mission Support

Concept: On being an ally to EPA's LGBTQIA+ employees and family members

Background: We are in a time of unprecedented acceptance and protection for LGBTQIA+ people. In the last decade, the Supreme Court has struck down the "Don't Ask Don't Tell" policy and the Defense of Marriage Act, affirming our right to serve in the military and to marry the person we love. Just two years ago, the Court ruled that Title VII of the Civil Rights Act of 1964 protects gay and transgender workers from workplace discrimination.

However, we are also in a time of backlash as many states develop legislation targeting LGBTQIA+ youth, curtailing access to medically appropriate care for transgender youth, preventing participation in sports, and limiting discussion of LGBTQIA+ topics in schools. We know that regardless of the outcome of this legislation, it takes a toll on these young people. These youth are at high risk for suicide – [[HYPERLINK "https://www.cbsnews.com/news/lgbtq-youth-suicide-the-trevor-project-mental-health-2022/"](https://www.cbsnews.com/news/lgbtq-youth-suicide-the-trevor-project-mental-health-2022/)]. Not because anything is inherently wrong with being gay or trans, but because of stigmatization and mistreatment. The study also identified key protective factors: having at least one accepting adult; gender identity acceptance from adults and peers; having at least one LGBTQ-affirming space; being able to participate in sports; respect for pronouns.

Throughout EPA, in every Region, Lab, and Program Office, we know that what is happening nationally and in states impacts employees and our families.

Ex. 6 Personal Privacy (PP)

Ex. 6 Personal Privacy (PP)

So in these times, we look to our community for strength and inspiration. We plan to convene a panel of speakers to convene a diverse panel of 2-3 speakers to share their own stories of allyship and support for LGBTQIA+ family members. We will seek speakers through Equality EPA, the LGBTQ+ SEP program and fellow SEP Programs, and the Emerging Leaders Network. We also would be honored to welcome an infusion of morale boost and encouragement for strong ally action from two invited VIP guest speakers.

Our Dream Format:

- Introduction by Administrator Michael S. Regan

- ## **Ex. 5 Deliberative Process (DP)**

- Panel Discussion: 2-3 brave stories from a diverse cadre of EPA employees with LGBTQIA+ family members, moderated by a representative from the LGBTQ+ SEP Advisory Council
- Closing Remarks: Brian Bond, Executive Director of PFLAG, former Deputy Director for the White House Office of Public Engagement and primary liaison for the LGBTQ community; and prior Associate Administrator for Public Engagement and Environmental Education.
- Wrap-up by a representative from Equality EPA

Our Almost-Dream Format:

Same as above, but with Opening and/or Closing Remarks from an LGBTQIA+ SES member or SES member with LGBTQIA+ family members; and/or Office of Water and Office of Mission Support AAs.

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 5/24/2022 6:46:09 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
Subject: RE: Ex. 5 Deliberative Process (DP) dates
Attachments: Draft VIP pitch.docx

Please attached .. thanks ng

Nancy Grantham
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202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Monday, May 23, 2022 5:14 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: RE: Ex. 5 Deliberative Process (DP) dates

Do you think the Special Emphasis Program could prep a letter of invitation? I think we did this for the Second Gentleman.

I'd like for them to invite him to deliver opening remarks live or pre-recorded and they can specify what they might like him to speak about, the rest of the program content, and then I can get it to his team to consider.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, May 20, 2022 1:26 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Subject: Ex. 5 Deliberative Process (DP) dates

Dates for Ex. 5 Deliberative Process (DP) **— we have asked Brian Bond of PFLAG to hold the dates of June 16 and 30.**

Thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
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Office of Public Affairs

202-564-6879 (desk)

202-253-7056 (cell)

grantham.nancy@epa.gov

Dear Ex. 5 Deliberative Process (DP)

It is my honor to invite you to address the Environmental Protection Agency as keynote speaker, or in a videotaped greeting, for our 20th Annual Pride Month Observance, celebrating EPA's Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual community. We can hold the event on either Thursday, June 16, or Thursday, June 30, at noon ET, depending on your availability.

This year's theme is "Being an Ally to LGBTQIA+ Employees and Family Members." After decades of progress in the rights for sexual orientation and gender identity minorities, now is a time of uncertainty and [[HYPERLINK "https://www.cbsnews.com/news/lgbtq-youth-suicide-the-trevor-project-mental-health-2022/"](https://www.cbsnews.com/news/lgbtq-youth-suicide-the-trevor-project-mental-health-2022/)] for LGBTQIA+ youth, as court cases and legislative efforts in various states are targeting LGBTQIA+ individuals, especially youth. We know you appreciate that regardless of the outcomes, even news of these efforts impacts the morale and lives of many of our employees and their family members.

In response, a diverse, nationwide panel of EPA employees will ***share brave stories of allyship and support for LGBTQIA+ family members***. These speakers love and celebrate their LGBTQIA+ children, parents, and others in their lives. Most years, members of the LGBTQIA+ community share their own personal stories, but this year, we thought we'd give them a break, and let them soak up the support from those who celebrate them. Honored guest Brian Bond, Director of PFLAG and former Assistant Administrator of our very own Office of Public Engagement and Environmental Education, will also provide a message of hope and encouragement for ally-led action.

Ex. 5 Deliberative Process (DP)

With June quickly approaching, I would anticipate that your speaker requests are coming in at a fast pace. I hope that you will consider ours!

Message

From: Bascomb, Desiree [Bascomb.Desiree@epa.gov]
Sent: 5/26/2022 2:41:17 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]; Michalos, Maria [Michalos.Maria@epa.gov]
Subject: RE: Flag Raising Mass Mailer
Attachments: Mass Mailer- LGBTQ Pride Flag Raising Ceremony.docx

Hi all,

I tweaked the mailer a bit. Attached is an updated version.

Thank you,
Desiree

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Thursday, May 26, 2022 9:37 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Flag Raising Mass Mailer

I love that.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Thursday, May 26, 2022 9:33 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Flag Raising Mass Mailer

And we are including a image of the pride flag we will fly

Nancy Grantham
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grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Thursday, May 26, 2022 8:56 AM
To: Bascomb, Desiree <Bascomb.Desiree@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Flag Raising Mass Mailer

That'd be great, thanks Desiree. I'll look after you.

From: Bascomb, Desiree <Bascomb.Desiree@epa.gov>

Sent: Thursday, May 26, 2022 8:55 AM

To: Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>

Subject: RE: Flag Raising Mass Mailer

I'm happy to take a look at this this morning.

From: Flom, Hannah <Flom.Hannah@epa.gov>

Sent: Thursday, May 26, 2022 8:25 AM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>

Subject: RE: Flag Raising Mass Mailer

I'll let Lindsay and Desiree jump in on tone and language. I know Desiree was working on a few TPs for the Administrator that we could maybe weave in here.

I'll write up a sentence on watching on Instagram. But want to raise here... IG doesn't have auto-captions and we won't have an interpreter. I have a few ideas on solutions that we can chat through during 9am.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>

Sent: Thursday, May 26, 2022 8:06 AM

To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>

Subject: Flag Raising Mass Mailer

Please see attached – and let me know if edits, comments etc.

Hannah – we need to fill in how folks watch via Instagram Live.

Not sure if this is the right tone, etc, -- so no pride of authorship here.

We need to get this out today if possible and account for Administrator's review and sign off.

Thanks ng

Please Join Us on June 1 at 12 noon

Colleagues,

Ex. 5 Deliberative Process (DP)

Michael S. Regan

Administrator

Message

From: Flom, Hannah [Flom.Hannah@epa.gov]
Sent: 5/26/2022 2:56:06 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]; Bascomb, Desiree [Bascomb.Desiree@epa.gov]; Michalos, Maria [Michalos.Maria@epa.gov]
Subject: RE: Flag Raising Mass Mailer
Attachments: Mass Mailer- LGBTQ Pride Flag Raising Ceremony_HF.docx

Yes! We came up with an idea while you were chatting with Kevin.

We do IG Live, then have Jini film the whole thing – and put a closed-caption version on YouTube after the event.

Attaching an updated version, with a few suggested tweaks from me (feel free to ignore).

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Thursday, May 26, 2022 10:50 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Flag Raising Mass Mailer

This is great, I'll put it through for review.

Hannah – I'm worried that people wouldn't be able to access the Instagram Live stream unless they have an account... is it possible to do it live via YouTube and then post a reel after? Or is there a way for folks to get to Insta without an account?

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Thursday, May 26, 2022 10:46 AM
To: Bascomb, Desiree <Bascomb.Desiree@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Flag Raising Mass Mailer

Thanks Desiree – this are great edits/upgrades

Lindsay – let me know your thoughts and timing thanks ng

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202-253-7056 (cell)
grantham.nancy@epa.gov

From: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Sent: Thursday, May 26, 2022 10:41 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Flom, Hannah

<Flom.Hannah@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>

Subject: RE: Flag Raising Mass Mailer

Hi all,

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To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>

Subject: RE: Flag Raising Mass Mailer

I love that.

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To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>

Subject: RE: Flag Raising Mass Mailer

And we are including a image of the pride flag we will fly

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grantham.nancy@epa.gov

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Sent: Thursday, May 26, 2022 8:56 AM

To: Bascomb, Desiree <Bascomb.Desiree@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>

Subject: RE: Flag Raising Mass Mailer

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From: Bascomb, Desiree <Bascomb.Desiree@epa.gov>

Sent: Thursday, May 26, 2022 8:55 AM

To: Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>

Subject: RE: Flag Raising Mass Mailer

I'm happy to take a look at this this morning.

From: Flom, Hannah <Flom.Hannah@epa.gov>

Sent: Thursday, May 26, 2022 8:25 AM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>

Subject: RE: Flag Raising Mass Mailer

I'll let Lindsay and Desiree jump in on tone and language. I know Desiree was working on a few TPs for the Administrator that we could maybe weave in here.

I'll write up a sentence on watching on Instagram. But want to raise here... IG doesn't have auto-captions and we won't have an interpreter. I have a few ideas on solutions that we can chat through during 9am.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>

Sent: Thursday, May 26, 2022 8:06 AM

To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>

Subject: Flag Raising Mass Mailer

Please see attached – and let me know if edits, comments etc.

Hannah – we need to fill in how folks watch via Instagram Live.

Not sure if this is the right tone, etc, -- so no pride of authorship here.

We need to get this out today if possible and account for Administrator's review and sign off.

Thanks ng

Please Join Us on June 1 at 12 noon

Colleagues,

Ex. 5 Deliberative Process (DP)

Michael S. Regan

Administrator

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 5/27/2022 3:52:14 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]
CC: Bascomb, Desiree [Bascomb.Desiree@epa.gov]
Subject: RE: Pride Event Memo
Attachments: 2022 06 01 Pride Month Flag Raising_hf (002).docx

See attached – I added names and microphone issue

And made a change per below as he is raising the flag from the Green Room

Lindsay – your call as to attaching the Jpeg on the flag

Thanks all

The event will be streamed live on Instagram. After raising the Pride flag from the Green Room, you will first kick off the livestream (as a selfie video) before moving out front to give brief informal remarks. (There will be a wireless microphone and speakers).

We will have additional photo and video coverage for social media posts.

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grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, May 27, 2022 11:32 AM
To: Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

Great, Nancy if you can make your adds quickly and send back my way, I'll get it all to Ashley by noon.

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Friday, May 27, 2022 11:31 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

Attached are my updates. I also included a group photo in the ROS (my strong recommendation following the flag raising).

Desiree's TPs look great to me, and I'll plan to verbally brief him right before the IG Live starts on how he should best kick it off.

Let me know any concerns. Thanks!

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, May 27, 2022 10:33 AM
To: Flom, Hannah <Flom.Hannah@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

Thanks .. and I will add a couple of things that Lindsay and I just talked about

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grantham.nancy@epa.gov

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Friday, May 27, 2022 10:23 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

Updating memo now and will circulate here shortly

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, May 27, 2022 10:22 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

I'm good with all of this.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, May 27, 2022 10:01 AM
To: Flom, Hannah <Flom.Hannah@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

Will do

Nancy Grantham

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grantham.nancy@epa.gov

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Friday, May 27, 2022 9:58 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

And my idea around the IG Live was to have the boss start going live while he's walking out and give some context, and then I'll take the phone back and film him with the informal remarks + flag raising.

Let me know if that sounds ok to you, Lindsay. And if the boss doesn't want to do it, we can just do a normal live stream.

And Nancy – I think having a back-up wireless mic + speakers would be smart.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, May 27, 2022 9:55 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Flom, Hannah <Flom.Hannah@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

As we don't have any idea how many will gather on 12th street and thought was to keep it informal – should we have a podium and microphone set up and available if needed? Thanks

Nancy Grantham
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202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, May 27, 2022 9:38 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Flom, Hannah <Flom.Hannah@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

Couple of questions.

Do we have a sound system set-up planned for 12th street so he can make informal remarks to the gathered crowd? If so, we should note that.

And Desiree – are you working on remarks?

This is looking really good!

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, May 27, 2022 8:26 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Flom, Hannah <Flom.Hannah@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

All .. please see attached and let me know of any upgrades, edits, etc. on social media, etc.

We will need to send this and the remarks by 12 noon.

Thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Thursday, May 26, 2022 5:29 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: Re: Pride Event Memo

Awesome! Let me know if I can help.

Sent from my iPhone

On May 26, 2022, at 5:28 PM, Grantham, Nancy <Grantham.Nancy@epa.gov> wrote:

Yes .. will have it early tomorrow .. and Hannah will fill in the social media/instagram

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>

Sent: Thursday, May 26, 2022 5:17 PM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>

Subject: Pride Event Memo

Nancy,

Do you have what you need for the Pride event memo?

We are on a noon deadline for memo items tomorrow and I'm happy to help!

Are we doing an informal style program?

Thanks!

Lindsay

Lindsay Hamilton

Associate Administrator, Public Affairs

Environmental Protection Agency

Hamilton.Lindsay@epa.gov

202-510-3515 (mobile)

[Newsroom](#) | she/her



Event Memo - XXX
Printed on MM/DD/YYYY

Filed: MM/DD/YYYY X:XX AM/PM (FOR SCHEDULING) (if updated note in italics and in green font).

Event memos limited to 5 pages (excluding bios) with appendix background/talking points if needed, size 14 font Times New Roman. Please include phonetics for any names that could have confusion around pronunciation. (Please delete this from header).

APPROVED BY: [Insert consulted department heads. If other stakeholders have been consulted, but have not approved, please note that in the text of the memo.]

EVENT MEMO

June 1, 2022

MEMORANDUM FOR THE ADMINISTRATOR

FROM: Lindsay Hamilton, Office of Public Affairs
Hannah Flom, Office of Public Affairs
Desiree Bascom, Office of Public Affairs
Nancy Grantham, Office of Public Affairs

SUBJECT: Raising of the LGBTQ+/Gay Pride Flag at EPA HQ

EVENT DATE: Wednesday, June 1, 2022

TIME: 12:00 Noon ET – 12:30PM ET

LOCATION: EPA HQ Green Room and 12th Street Green Space outside of EPA HQ & streamed on Instagram Live

ATTIRE: Business

WEATHER: Day-of weather forecast

STAFFING: Lindsay Hamilton, 202-510-3515

I. STATEMENT OF PURPOSE

This is an EPA employee event to celebrate the first-ever raising of the LGBTQ+ flag in honor of June Pride Month.

[PAGE] of [NUMPAGES]

II. KEY POINTS

Ex. 5 Deliberative Process (DP)

III. BACKGROUND

There will be a Presidential Proclamation affirming 2022 Lesbian, Gay, Bisexual, Transgender and Queer Pride Month.

The 1969 Stonewall uprising is widely recognized as a catalyst for the gay rights movement – a movement that has evolved over more than 50 years.

The Biden-Harris Administration has made historic progress towards LGBTQ+ equality since President Biden took office, including:

- Signing One of the Most Comprehensive Executive Orders in History on LGBTQ+ Rights on His First Day in Office.
- Launching a Whole-Of-Government Initiative to Advance Equity and Justice for Underserved Communities, Including LGBTQ+ Communities.
- Enabling All Qualified Americans to Serve Their Country in Uniform.
- Advancing an Equitable Recovery from COVID-19 for LGBTQ+ Americans across the Country.
- Signing and Leading Implementation of a Presidential Memorandum on Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World.
- Establishing the White House Gender Policy Council to Advance Gender Equity and Equality.
Ensuring Educational Environments are Free from Sex Discrimination and Protecting LGBTQ+ Students from Sexual Harassment.
- Signing a National Security Memorandum Supporting Federal Employees Serving Overseas, including LGBTQ+ Employees.
- Ensuring Transgender Americans Can Access Emergency Shelter That Dignifies and Respects Their Identity.
- Creating a Historically Diverse Cabinet and Administration.

[PAGE] of [NUMPAGES]

- Issuing the First White House Proclamation for Transgender Day of Visibility.
- Ensuring Pride Flags Fly on U.S. Embassies Around the World.

IV. PARTICIPANTS

Sheri Comerford

Chair, LGBTQ+ Special Emphasis Program Advisory Council

Environmental Protection Specialist in the OW Source Water Protection Program

Ex. 6 Personal Privacy (PP)

Andrew Reighart

Co-Chair, Equality EPA

Policy Analyst, OAR Clean Air Markets Division, Office of Atmospheric Programs

Logistical Support:

Kevin Myers, Chief, HQ Operations Branch

Josue Valentin, Building Manager, WJC-N

V. PRESS & DIGITAL PLAN

The event will be streamed live on Instagram. After raising the Pride flag from the Green Room, you will first kick off the livestream (as a selfie video) before moving out front to give brief informal remarks. (There will be a wireless microphone and speakers).

We will have additional photo and video coverage for social media posts.

[PAGE] of [NUMPAGES]

VI. SEQUENCE OF EVENTS

- **YOU** arrive and will be greeted by EPA employees Sherri Comerford, Andrew Reighart and Ex. 6 Personal Privacy (PP)
- **YOU** kick off the Instagram livestream (selfie video)
- **YOU** give brief informal remarks about this historic event
- Assisted by OMS Facilities staff, **YOU** will officially raise the flag
- **YOU** join employees for a group photo
- **YOU** will depart the Green Room and greet EPA employees on the 12th Street green space outside of WJC-N

VII. HOST INFO

This is an EPA event coordinated by the Office of Public Affairs and the Office of Mission Support in coordination with the LGBTQ+ Special Emphasis and Equality EPA Programs.

VIII. ATTACHMENTS

- Remarks
- Image of LGBTQ+/Gay Pride Flag

IX. AUDIENCE AND NOTABLE ATTENDEES

The audience is EPA employees – both in person and via live stream on Instagram Live for our regional colleagues and staff not attending in person.

A fully closed-captioned version of the event will be available on our YouTube channel following the event.

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 5/27/2022 12:25:49 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
CC: Flom, Hannah [Flom.Hannah@epa.gov]; Bascomb, Desiree [Bascomb.Desiree@epa.gov]
Subject: RE: Pride Event Memo
Attachments: 2021 02 09 EPA Event Memo Template.docx; 1175050 Progress Pride.jpg

All .. please see attached and let me know of any upgrades, edits, etc. on social media, etc.

We will need to send this and the remarks by 12 noon.

Thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

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Associate Administrator, Public Affairs

Environmental Protection Agency

Hamilton.Lindsay@epa.gov

202-510-3515 (mobile)

[Newsroom](#) | she/her



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EVENT MEMO
Month DD, YYYY

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WEATHER: Day-of weather forecast

STAFFING: Lindsay Hamilton, 202-510-3515

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Chair, LGBTQ+ Special Emphasis Program Advisory Council
Environmental Protection Specialist in the OW Source Water Protection Program

Ex. 6 Personal Privacy (PP)

Andrew Reighart

Co-Chair, Equality EPA
Policy Analyst, OAR Clean Air Markets Division, Office of Atmospheric Programs

Logistical Support:

Kevin Myers, Chief, HQ Operations Branch
Josue Valentin, Building Manager, WJC-N

PRESS PLAN

This event will be live streamed on Instagram Live

V. SEQUENCE OF EVENTS

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- Image of LGBTQ+/Gay Pride Flag

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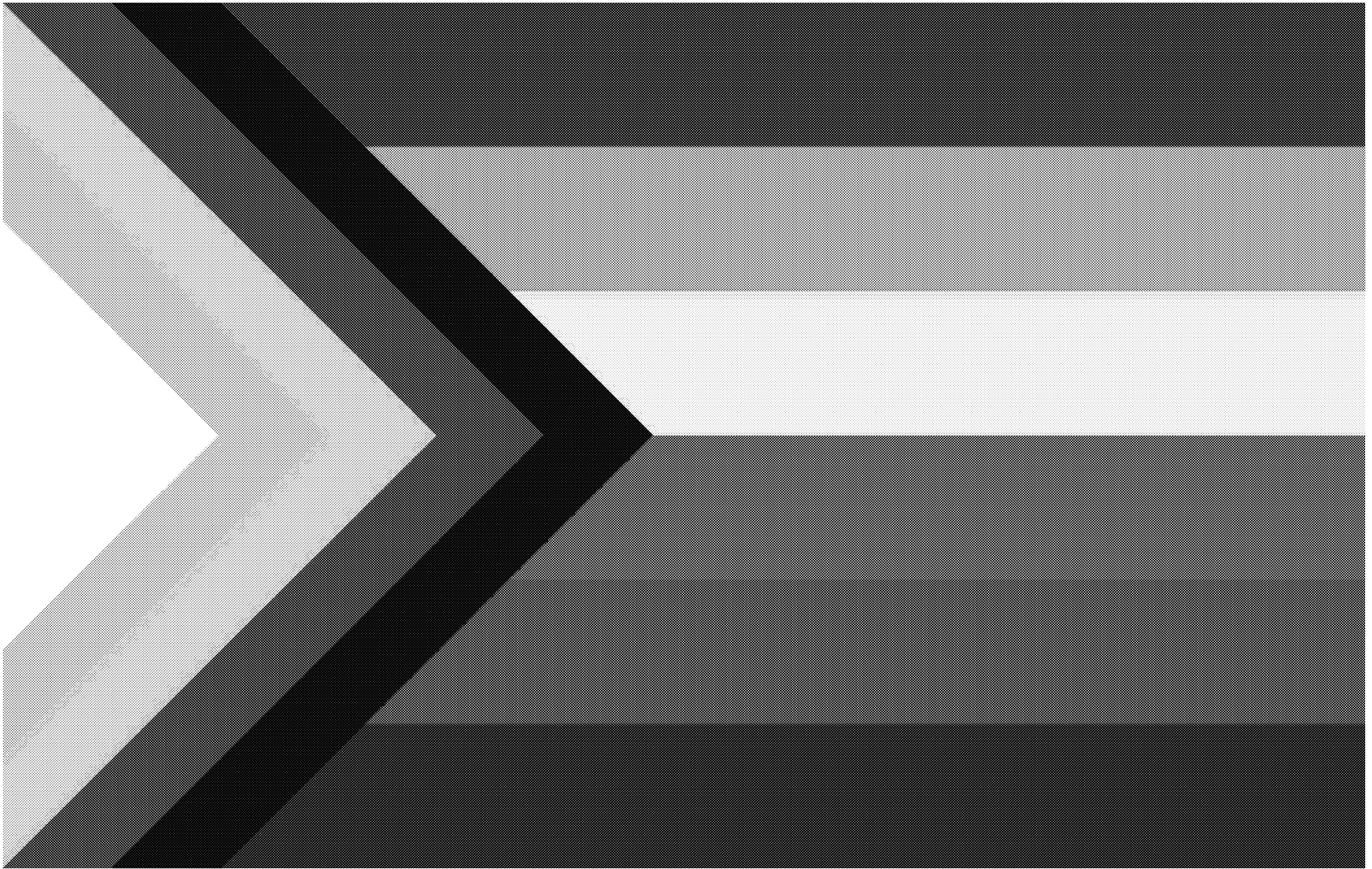
A fully closed captioned version of the event will be available on our YouTube channel following the event.

Event Memo - XXX

Printed on MM/DD/YYYY

[PAGE] of [NUMPAGES]

Printed on MM/DD/YYYY



Message

From: Morgan, Ashley [Morgan.Ashley.M@epa.gov]
Sent: 5/27/2022 4:09:09 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
CC: Flom, Hannah [Flom.Hannah@epa.gov]; Michalos, Maria [Michalos.Maria@epa.gov]
Subject: Re: FOR THE BOOK - OPA Materials
Attachments: 2022-05-31 Draft Chris Frey Mass Mailer.docx; 2022-05-31 Draft Pride Flag Raising Mass Mailer.docx; 2022-05-31 Draft Ethics Mass Mailer.docx; Pride Flag Raising Ceremony.docx; 1175050 Progress Pride.jpg

Thank you!

Ashley M. Morgan
Deputy Director of Scheduling and Advance
Environmental Protection Agency
202-909-9983

On May 27, 2022, at 10:59 AM, Hamilton, Lindsay <Hamilton.Lindsay@epa.gov> wrote:

Attached –

Pride event memo & Remarks & Image of the Flag
Three mass mailers

Lindsay Hamilton
Associate Administrator, Public Affairs
Environmental Protection Agency
Hamilton.Lindsay@epa.gov
202-510-3515 (mobile)
[Newsroom](#) | she/her

DRAFT MASS MAILER – Pride Flag Raising
For Distribution on Tuesday, May 31, 2022
Contact: Desiree Bascomb, Lindsay Hamilton

From: Administrator Regan
To: All EPA Employees
Subject: Raising the Pride Flag at EPA

Colleagues,

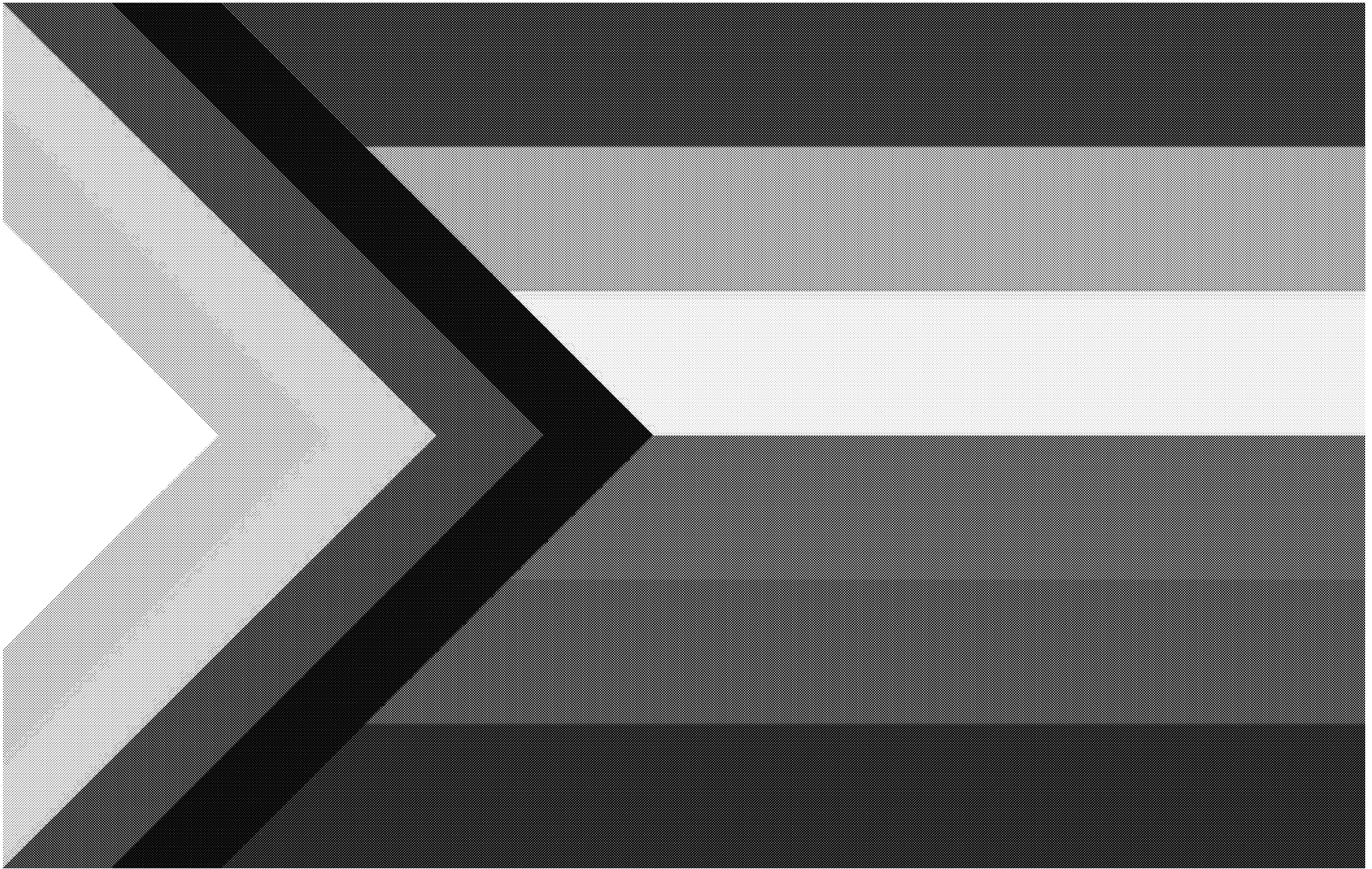
Ex. 5 Deliberative Process (DP)

Michael S. Regan
Administrator

**TALKING POINTS FOR ADMINISTRATOR MICHAEL S. REGAN
LGBTQ+ FLAG RAISING CEREMONY
JUNE 1, 2022**

- I am excited to be here today. For the first time in the history of our agency we are raising a pride flag outside of headquarters.
- We stand here today on the shoulders of generations of activists who risked their lives to demand equality and fair treatment. The 1969 Stonewall uprising is widely recognized a catalyst for the gay rights movement-- a movement that has evolved over the last fifty years.
- The flag that will be displayed here reflects the diversity of the LGBTQ+ community and builds on the original rainbow design to include the transgender community and LGBTQ+ communities of color.
- Too many LGBTQ+ Americans across our nation continue to face discrimination and hate, especially LGBTQ+ people of color and transgender Americans.
- I'm proud to be part of an Administration that is deeply committed to confronting longstanding inequities, and upholding our Nation's promise of equality, liberty, and justice for all.
- We've come a long way since the birth of the gay rights movement, but to be frank, we still have a long way to go.
- As we celebrate pride during the month of June, let us remember how far we've come but let us not forget the fight is not over.
- Thank you everyone for joining, and happy Pride 2022!

###



Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 5/31/2022 4:40:42 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
Subject: Fwd: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng
Attachments: Raising the Pride Flag at EPA

Good to go?

Get [Outlook for iOS](#)

From: Labbe, Ken <Labbe.Ken@epa.gov>
Sent: Tuesday, May 31, 2022 11:24:03 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; AO-OPA-Mass-Mailers-Team <AO-OPA-Mass-Mailers-Team_sg@epa.gov>
Subject: RE: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng

Here is the draft Pride Flag Mass Mailer.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Tuesday, May 31, 2022 10:54 AM
To: AO-OPA-Mass-Mailers-Team <AO-OPA-Mass-Mailers-Team_sg@epa.gov>
Subject: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

Message

From: Message from the Administrator [messagefromtheadadministrator@epa.gov]
Subject: Raising the Pride Flag at EPA



Colleagues,

Ex. 5 - Deliberative Process (DP)

Michael S. Regan
Administrator

Message

From: Flom, Hannah [Flom.Hannah@epa.gov]
Sent: 5/27/2022 3:31:01 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]; Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
CC: Bascomb, Desiree [Bascomb.Desiree@epa.gov]
Subject: RE: Pride Event Memo
Attachments: 2022 06 01 Pride Month Flag Raising_hf.docx

Attached are my updates. I also included a group photo in the ROS (my strong recommendation following the flag raising).

Desiree's TPs look great to me, and I'll plan to verbally brief him right before the IG Live starts on how he should best kick it off.

Let me know any concerns. Thanks!

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, May 27, 2022 10:33 AM
To: Flom, Hannah <Flom.Hannah@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

Thanks .. and I will add a couple of things that Lindsay and I just talked about

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Friday, May 27, 2022 10:23 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

Updating memo now and will circulate here shortly

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, May 27, 2022 10:22 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

I'm good with all of this.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, May 27, 2022 10:01 AM
To: Flom, Hannah <Flom.Hannah@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

Will do

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Friday, May 27, 2022 9:58 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

And my idea around the IG Live was to have the boss start going live while he's walking out and give some context, and then I'll take the phone back and film him with the informal remarks + flag raising.

Let me know if that sounds ok to you, Lindsay. And if the boss doesn't want to do it, we can just do a normal live stream.

And Nancy – I think having a back-up wireless mic + speakers would be smart.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, May 27, 2022 9:55 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Flom, Hannah <Flom.Hannah@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: Pride Event Memo

As we don't have any idea how many will gather on 12th street and thought was to keep it informal – should we have a podium and microphone set up and available if needed? Thanks

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, May 27, 2022 9:38 AM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>

Cc: Flom, Hannah <Flom.Hannah@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>

Subject: RE: Pride Event Memo

Couple of questions.

Do we have a sound system set-up planned for 12th street so he can make informal remarks to the gathered crowd? If so, we should note that.

And Desiree – are you working on remarks?

This is looking really good!

From: Grantham, Nancy <Grantham.Nancy@epa.gov>

Sent: Friday, May 27, 2022 8:26 AM

To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>

Cc: Flom, Hannah <Flom.Hannah@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>

Subject: RE: Pride Event Memo

All .. please see attached and let me know of any upgrades, edits, etc. on social media, etc.

We will need to send this and the remarks by 12 noon.

Thanks ng

Nancy Grantham

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Office of Public Affairs

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EVENT MEMO

June 1, 2022

MEMORANDUM FOR THE ADMINISTRATOR

FROM: Lindsay Hamilton, Office of Public Affairs

SUBJECT: Raising of the LGBTQ+/Gay Pride Flag at EPA HQ

EVENT DATE: Wednesday, June 1, 2022

TIME: 12:00 Noon ET – 12:30PM ET

LOCATION: EPA HQ Green Room and 12th Street Green Space outside of EPA HQ & streamed on Instagram Live

ATTIRE: Business

WEATHER: Day-of weather forecast

STAFFING: Lindsay Hamilton, 202-510-3515

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Environmental Protection Specialist in the OW Source Water Protection Program

Ex. 6 Personal Privacy (PP)

Andrew Reighart

Co-Chair, Equality EPA
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Sent: 5/31/2022 6:04:41 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]; AO-OPA-Mass-Mailers-Team [AO-OPA-Mass-Mailers-Team_sg@epa.gov]
CC: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
Subject: RE: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng
Attachments: Raising the Pride Flag at EPA

Please see the newest preview of the Pride Flag mass mailer.

Thanks,

Ken

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Tuesday, May 31, 2022 1:08 PM
To: Labbe, Ken <Labbe.Ken@epa.gov>; AO-OPA-Mass-Mailers-Team <AO-OPA-Mass-Mailers-Team_sg@epa.gov>
Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Subject: RE: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng

In the paragraph that says for staff will be working in the building .. need be added in -- please send a new version thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Labbe, Ken <Labbe.Ken@epa.gov>
Sent: Tuesday, May 31, 2022 11:24 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; AO-OPA-Mass-Mailers-Team <AO-OPA-Mass-Mailers-Team_sg@epa.gov>
Subject: RE: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng

Here is the draft Pride Flag Mass Mailer.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Tuesday, May 31, 2022 10:54 AM
To: AO-OPA-Mass-Mailers-Team <AO-OPA-Mass-Mailers-Team_sg@epa.gov>
Subject: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

Message

From: Message from the Administrator [messagefromtheadministrator@epa.gov]
Subject: Raising the Pride Flag at EPA



Colleagues,

Ex. 5 - Deliberative Process (DP)

Michael S. Regan
Administrator

Message

From: Flom, Hannah [Flom.Hannah@epa.gov]
Sent: 5/31/2022 6:48:10 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Michalos, Maria [Michalos.Maria@epa.gov]
CC: Carroll, Timothy [Carroll.Timothy@epa.gov]; Bascomb, Desiree [Bascomb.Desiree@epa.gov]
Subject: RE: The BOOK!
Attachments: 2022-6-1 Draft Administrator Social.docx

Social attached! Holler if I'm missing something.

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Tuesday, May 31, 2022 2:30 PM
To: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Cc: Carroll, Timothy <Carroll.Timothy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: The BOOK!

I did – and use this attachment if you can, I added sunglasses and weather to it.

From: Michalos, Maria <Michalos.Maria@epa.gov>
Sent: Tuesday, May 31, 2022 2:29 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Cc: Carroll, Timothy <Carroll.Timothy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: The BOOK!

If you sent them in that earlier batch, think I'm all set.

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Tuesday, May 31, 2022 2:28 PM
To: Flom, Hannah <Flom.Hannah@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Cc: Carroll, Timothy <Carroll.Timothy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: The BOOK!

Sounds good.

Updated memo attached. Remarks and pride flag image remain the same, do you want me to resend those?

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Tuesday, May 31, 2022 2:21 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Cc: Carroll, Timothy <Carroll.Timothy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: The BOOK!

Social coming in 15. Only going to be air report + pride month, unless someone has something else I should post about.

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Tuesday, May 31, 2022 2:15 PM
To: Michalos, Maria <Michalos.Maria@epa.gov>
Cc: Carroll, Timothy <Carroll.Timothy@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Bascomb, Desiree

<Bascomb.Desiree@epa.gov>

Subject: Re: The BOOK!

I need to update the memo for the pride event, I forgot. Will send in a few.

Sent from my iPhone

On May 31, 2022, at 2:11 PM, Michalos, Maria <Michalos.Maria@epa.gov> wrote:




Hello, hello. It's that time! Thanks to Tim for sending me quotes for approval. Anyone have anything else they'll be sharing for tomorrow's book?

Maria Michalos
Director of Speechwriting
U.S. Environmental Protection Agency
m: (202) 815-7547

DRAFT SOCIAL MEDIA

Wednesday, June 1, 2022

Contact: Hannah Flom, OPA

Date	Account	Event / Topic	Language
Wed 6/1	ADM Twitter	Pride Month / Flag Raising	<p>Today I am proud to join my EPA colleagues for the first-ever raising of the LGBTQ+ flag at our headquarters in honor of #PrideMonth.</p> <p>Tune in   </p> <p><LIVESTREAM LINK></p>
Wed 6/1	ADM Twitter and Instagram	Pride Month / Flag Raising	<p>No one should face discrimination or harassment because of who they are or whom they love.</p> <p>As we celebrate #Pride, I am proud to be part of an Administration that is committed to confronting longstanding inequities and continuing the fight for justice, inclusion, and equality.</p> <p><PHOTOS></p>
Wed 6/1	ADM Twitter	Air Trends Report	<div>Ex. 5 Deliberative Process (DP)</div> <p><LINK></p>

Message

From: Michalos, Maria [Michalos.Maria@epa.gov]
Sent: 5/31/2022 6:54:54 PM
To: Lance, Kathleen [Lance.Kathleen@epa.gov]; Morgan, Ashley [Morgan.Ashley.M@epa.gov]
CC: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]; Carroll, Timothy [Carroll.Timothy@epa.gov]; Bascomb, Desiree [Bascomb.Desiree@epa.gov]
Subject: OPA Book Materials
Attachments: 2022-06-01 Pride Flag Raising Event Memo.docx; 2022-6-1 Draft Administrator Social.docx; 1175050 Progress Pride.jpg; Pride Flag Raising Ceremony.docx; Releases for Admin 6.1.22.docx

Hi there,

Attached are all of OPA's materials for the Administrator's book:

- Social for tomorrow
- Quote for approval
- Pride Flag Raising ceremony
 - o Memo
 - o Image of flag
 - o Talking points

Let us know if you have any questions.

Thanks!

Maria Michalos
Director of Speechwriting
U.S. Environmental Protection Agency
m: (202) 815-7547



Event Memo - XXX
Printed on MM/DD/YYYY

Filed: MM/DD/YYYY X:XX AM/PM (FOR SCHEDULING) (if updated note in italics and in green font).

EVENT MEMO

June 1, 2022

MEMORANDUM FOR THE ADMINISTRATOR

FROM: Office of Public Affairs - Lindsay Hamilton, Nancy Grantham, Hannah Flom, Desiree Bascomb

SUBJECT: Raising of the LGBTQ+/Gay Pride Flag at EPA HQ

EVENT DATE: Wednesday, June 1, 2022

TIME: 12:00 Noon ET – 12:30PM ET

LOCATION: EPA HQ Green Room, 12th Street Green Space outside of EPA HQ, streamed on Instagram Live

ATTIRE: Business, sunglass suggested for outdoor portion

WEATHER: HOT – 94 degrees, sunny

STAFFING: Lindsay Hamilton, 202-510-3515

I. STATEMENT OF PURPOSE

This is an EPA employee event to celebrate the first-ever raising of the LGBTQ+ flag in honor of June Pride Month.

II. KEY POINTS

- This is the first time in EPA's 50-year history that we proudly raise a pride flag.
- The flag we will fly reflects the diversity of the LGBTQ+ community and builds on the original rainbow design to include the transgender community and LGBTQ+ communities of color.

[PAGE] of [NUMPAGES]

- We are joining agencies across the Federal family who will be flying the flag, including the Department of Interior. Secretary Haaland raised the Pride flag last year and inspired EPA to take action to raise the flag this year.
- Too many LGBTQ+ Americans across our nation continue to face discrimination and hate. **I'm proud to be part of an Administration that is deeply committed to confronting longstanding inequities and upholding our nation's promise of equality, liberty, and justice for all. No one should face discrimination or harassment because of who they are or whom they love.**
- This is the first of many LGBTQ+ Pride events that will happen in June; the theme of this year's commemoration is **"Being an Ally to LGBTQ+ Employees and Family Members."**

III. BACKGROUND

There will be a Presidential Proclamation affirming 2022 Lesbian, Gay, Bisexual, Transgender and Queer Pride Month.

The 1969 Stonewall uprising is widely recognized as a catalyst for the gay rights movement – a movement that has evolved over more than 50 years.

The Biden-Harris Administration has made historic progress towards LGBTQ+ equality since President Biden took office, including:

- Signing One of the Most Comprehensive Executive Orders in History on LGBTQ+ Rights on His First Day in Office.
- Launching a Whole-Of-Government Initiative to Advance Equity and Justice for Underserved Communities, Including LGBTQ+ Communities.
- Enabling All Qualified Americans to Serve Their Country in Uniform.
- Advancing an Equitable Recovery from COVID-19 for LGBTQ+ Americans across the Country.

- Signing and Leading Implementation of a Presidential Memorandum on Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World.
- Establishing the White House Gender Policy Council to Advance Gender Equity and Equality.
Ensuring Educational Environments are Free from Sex Discrimination and Protecting LGBTQ+ Students from Sexual Harassment.
- Signing a National Security Memorandum Supporting Federal Employees Serving Overseas, including LGBTQ+ Employees.
- Ensuring Transgender Americans Can Access Emergency Shelter That Dignifies and Respects Their Identity.
- Creating a Historically Diverse Cabinet and Administration.
- Issuing the First White House Proclamation for Transgender Day of Visibility.
- Ensuring Pride Flags Fly on U.S. Embassies Around the World.

IV. PARTICIPANTS

Sheri Comerford

Chair, LGBTQ+ Special Emphasis Program Advisory Council

Environmental Protection Specialist in the OW Source Water Protection Program

Ex. 6 Personal Privacy (PP)

Andrew Reighart

Co-Chair, Equality EPA

Policy Analyst, OAR Clean Air Markets Division, Office of Atmospheric Programs

Logistical Support:

Kevin Myers, Chief, HQ Operations Branch

Josue Valentin, Building Manager, WJC-N

V. PRESS & DIGITAL PLAN

The event will be streamed live on Instagram. Hannah will be streaming from the crowd watching the flag go up. You will raise the flag (instagram livestreamed) then move out front to give brief informal remarks to the assembled crowd (instagram livestreamed). If you would like, you can conclude the instagram livestream with brief remarks to camera – facilitated by Hannah. We will have additional photo and video coverage for social media posts. E&E News plans to send a photographer and possibly a reporter.

VI. SEQUENCE OF EVENTS

Overview: The Administrator will be joined by 3 EPA employees to raise the flag next to the US and EPA flags outside the Green Room and flying outside the WJCN building on the 12th Street side.

EPA employees will gather on the 12th Street green space outside of WJC-N to view the flag raising and the Administrator will informally greet them after the flag is posted. There will be a mic and audio available for informal remarks to the assembled crowd.

The full event will be live on instagram and then posted to YouTube.

- **YOU** arrive and will be greeted by EPA LGBTQ+ leaders Sherri Comerford, Andrew Reighart and Ex. 6 Personal Privacy (PP)
- **YOU** take photos with the leaders and then proceed to raise the flag
- Assisted by OMS Facilities staff, **YOU** will officially raise the flag
- **YOU** will depart the Green Room and greet EPA employees on the 12th Street green space outside of WJC-N
- **YOU** give brief informal remarks about this historic event and hand off the

[PAGE] of [NUMPAGES]

Event Memo - XXX

Printed on MM/DD/YYYY

mic to Sherri Comerford

- Sherri Comerford, Ex. 6 Personal Privacy (PP) and Andrew Reighart deliver very brief remarks
- Option to mingle/take photos with EPA staff
- Event concludes, **YOU** depart

VII. HOST INFO

This is an EPA event coordinated by the Office of Public Affairs and the Office of Mission Support in coordination with the LGBTQ+ Special Emphasis and Equality EPA Programs.

VIII. ATTACHMENTS

- Remarks
- Image of LGBTQ+/Gay Pride Flag

IX. AUDIENCE AND NOTABLE ATTENDEES




The audience is EPA employees – both in person and via live stream on Instagram Live for our regional colleagues and staff not attending in person.

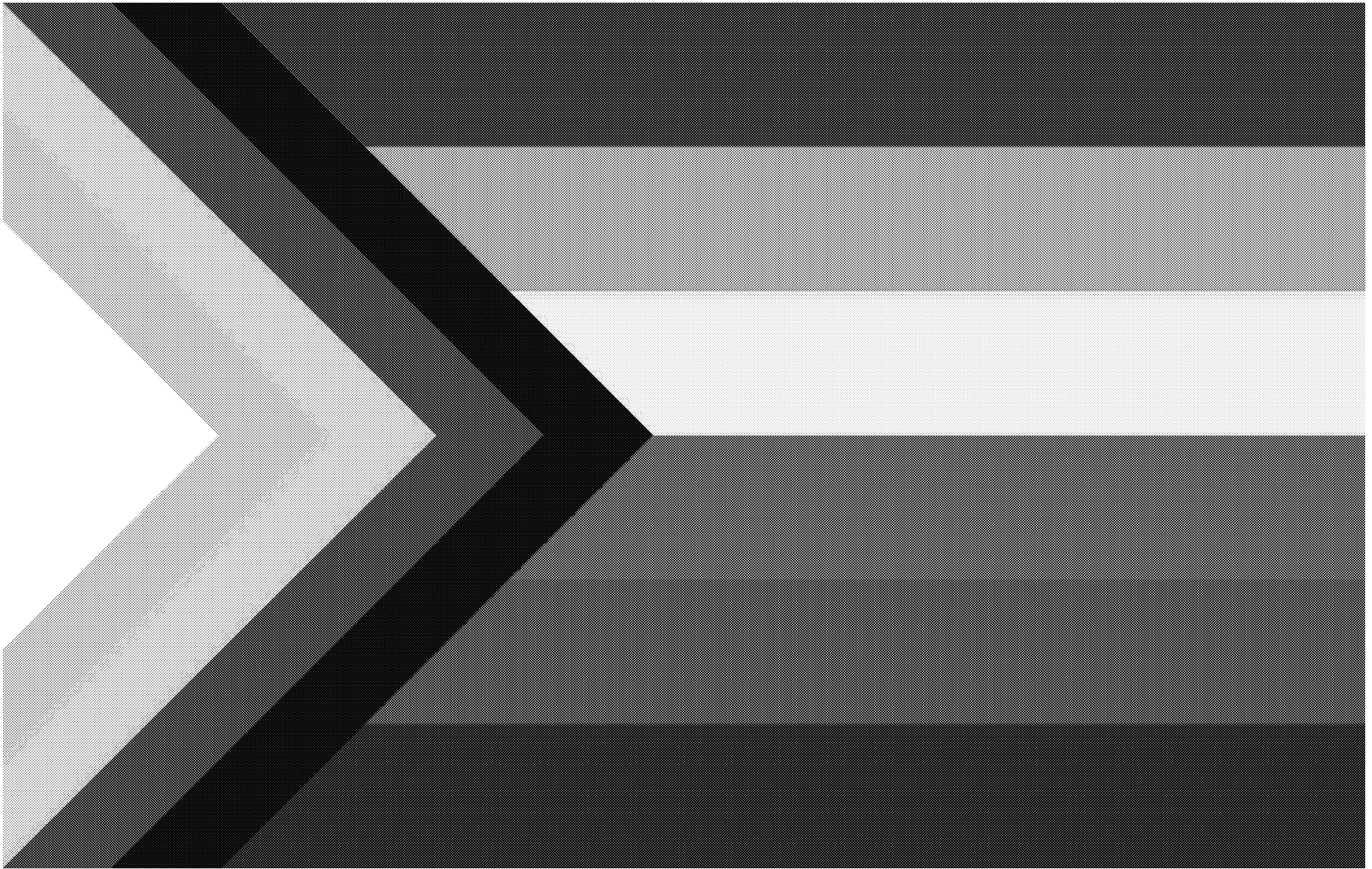
A fully closed-captioned version of the event will be available on our YouTube channel following the event.

DRAFT SOCIAL MEDIA

Wednesday, June 1, 2022

Contact: Hannah Flom, OPA

Date	Account	Event / Topic	Language
Wed 6/1	ADM Twitter	Pride Month / Flag Raising	<p>Today I am proud to join my EPA colleagues for the first-ever raising of the LGBTQ+ flag at our headquarters in honor of #PrideMonth.</p> <p>Tune in   </p> <p><LIVESTREAM LINK></p>
Wed 6/1	ADM Twitter and Instagram	Pride Month / Flag Raising	<p>No one should face discrimination or harassment because of who they are or whom they love.</p> <p>As we celebrate #Pride, I am proud to be part of an Administration that is committed to confronting longstanding inequities and continuing the fight for justice, inclusion, and equality.</p> <p><PHOTOS></p>
Wed 6/1	ADM Twitter	Air Trends Report	<div>Ex. 5 Deliberative Process (DP)</div> <p><LINK></p>



**TALKING POINTS FOR ADMINISTRATOR MICHAEL S. REGAN
LGBTQ+ FLAG RAISING CEREMONY
JUNE 1, 2022**

- I am excited to be here today. For the first time in the history of our agency we are raising a pride flag outside of headquarters.
- We stand here today on the shoulders of generations of activists who risked their lives to demand equality and fair treatment. The 1969 Stonewall uprising is widely recognized a catalyst for the gay rights movement-- a movement that has evolved over the last fifty years.
- The flag that will be displayed here reflects the diversity of the LGBTQ+ community and builds on the original rainbow design to include the transgender community and LGBTQ+ communities of color.
- Too many LGBTQ+ Americans across our nation continue to face discrimination and hate, especially LGBTQ+ people of color and transgender Americans.
- I'm proud to be part of an Administration that is deeply committed to confronting longstanding inequities, and upholding our Nation's promise of equality, liberty, and justice for all.
- We've come a long way since the birth of the gay rights movement, but to be frank, we still have a long way to go.
- As we celebrate pride during the month of June, let us remember how far we've come but let us not forget the fight is not over.
- Thank you everyone for joining, and happy Pride 2022!

###

Message

From: Kevin Bogardus [kbogardus@eenews.net]
Sent: 5/31/2022 8:47:49 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
Subject: Re: Raising the Pride Flag at EPA

I shared the administrator's email with E&E News Francis Chung and he plans to be there. I'm also going to try to come too, just a FYI.

Kevin Bogardus
E&E News Reporter
kbogardus@eenews.net
202-446-0401 (o)
202-247-7844 (c)
202-737-5299 (f)

Follow me [@KevinBogardus](#)

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www.eenews.net
Greenwire, ClimateWire, EnergyWire, E&E Daily, E&ENews PM

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Tuesday, May 31, 2022 4:43 PM
To: Kevin Bogardus <kbogardus@eenews.net>
Subject: RE: Raising the Pride Flag at EPA

EXTERNAL SENDER: Use caution with links and attachments.

Sure thing – not sure if there will be a speaking program after all (very hot day) – might just do the raising, if that impacts how you staff it. TBD!

From: Kevin Bogardus <kbogardus@eenews.net>
Sent: Tuesday, May 31, 2022 4:43 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Subject: Re: Raising the Pride Flag at EPA

Many thanks! This is a big help. I'm going to follow up in a separate email with questions. Thanks so much again!

Kevin Bogardus
E&E News Reporter
kbogardus@eenews.net
202-446-0401 (o)
202-247-7844 (c)
202-737-5299 (f)

Follow me [@KevinBogardus](#)

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1000 Wilson Boulevard, 8th Floor, Arlington, VA 22209

www.eenews.net

Greenwire, ClimateWire, EnergyWire, E&E Daily, E&ENews PM

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>

Sent: Tuesday, May 31, 2022 2:20 PM

To: Kevin Bogardus <kbogardus@eenews.net>

Subject: FW: Raising the Pride Flag at EPA

EXTERNAL SENDER: Use caution with links and attachments.

From: Message from the Administrator <messagefromtheadministrator@epa.gov>

Sent: Tuesday, May 31, 2022 2:17 PM

To: Message from the Administrator <messagefromtheadministrator@epa.gov>

Subject: Raising the Pride Flag at EPA

Colleagues,

I am pleased to invite you to join us on Wednesday, June 1st at 12 noon ET for the first-ever raising of the LGBTQ+ flag in honor of Pride Month.

I am excited to be part of this historic event. For the first time in EPA's 50-year history, we proudly raise this flag alongside the U.S. and EPA flags outside of our headquarters.

The 1969 Stonewall uprising is widely recognized as a catalyst for the gay rights movement – a movement that has evolved over the last 50 years. The flag we will fly reflects the diversity of the LGBTQ+ community and builds on the original rainbow design to include the transgender community and LGBTQ+ communities of color.

Too many LGBTQ+ Americans across our nation continue to face discrimination and hate. I'm proud to be part of an Administration that is deeply committed to confronting longstanding inequities and upholding our nation's promise of equality, liberty, and justice for all. No one should face discrimination or harassment because of who they are or whom they love.

For EPA HQ staff who will be working in the building on June 1st, you are invited to gather on the 12th Street green space outside WJC-N. For others, including our regional colleagues, we will be live streaming the

event on Instagram, which you can watch at [@EPAMichaelRegan](#). We will have a fully closed captioned version available for viewing on our [YouTube channel](#) following the event.

We look forward to seeing you on June 1st.

Michael S. Regan
Administrator

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 6/1/2022 3:26:54 PM
To: Labbe, Ken [Labbe.Ken@epa.gov]; Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
CC: Coviello, Nancy [Coviello.Nancy@epa.gov]; Powell, Shayla [Powell.Shayla@epa.gov]
Subject: RE: This Week@EPA May 31, 2022

I have sent it to Andrea for final review as it is coming from Janet .. please stand by thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Labbe, Ken <Labbe.Ken@epa.gov>
Sent: Wednesday, June 1, 2022 11:24 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Coviello, Nancy <Coviello.Nancy@epa.gov>; Powell, Shayla <Powell.Shayla@epa.gov>
Subject: RE: This Week@EPA May 31, 2022

I believe Nancy sent the EVS mailer in for approval last week. I can send again if needed. I sent the Chris Frey mailer for approval earlier today. Once those are sent out, I will update the newsletter and send that for final approval as well.

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Wednesday, June 1, 2022 11:21 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Labbe, Ken <Labbe.Ken@epa.gov>
Cc: Coviello, Nancy <Coviello.Nancy@epa.gov>; Powell, Shayla <Powell.Shayla@epa.gov>
Subject: RE: This Week@EPA May 31, 2022

I'm good whenever you guys are. Let me know what I need to approve.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Wednesday, June 1, 2022 10:26 AM
To: Labbe, Ken <Labbe.Ken@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Coviello, Nancy <Coviello.Nancy@epa.gov>; Powell, Shayla <Powell.Shayla@epa.gov>
Subject: RE: This Week@EPA May 31, 2022

Also the EVS going today as well and can be added in thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)

grantham.nancy@epa.gov

From: Labbe, Ken <Labbe.Ken@epa.gov>

Sent: Wednesday, June 1, 2022 9:02 AM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>

Cc: Coviello, Nancy <Coviello.Nancy@epa.gov>; Powell, Shayla <Powell.Shayla@epa.gov>

Subject: RE: This Week@EPA May 31, 2022

Nancy,

I just got into my computer. Got it. I will mock up the Chris Frey mailer now.

-Ken

From: Grantham, Nancy <Grantham.Nancy@epa.gov>

Sent: Tuesday, May 31, 2022 6:20 PM

To: Labbe, Ken <Labbe.Ken@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>

Cc: Coviello, Nancy <Coviello.Nancy@epa.gov>; Powell, Shayla <Powell.Shayla@epa.gov>

Subject: RE: This Week@EPA May 31, 2022

Ken .. sorry for the delay.

Let's get out tomorrow morning – we will have the Chris Frey- ORD AA mass mailer to add (will send that first thing in the morning to mockup) and there was one more wifia press release today to add.

Ethics mass mailer will be later in the week.

Lindsay – are you okay otherwise? Thanks ng

Nancy Grantham

Principal Deputy Associate Administrator

Environmental Protection Agency

Office of Public Affairs

202-564-6879 (desk)

202-253-7056 (cell)

grantham.nancy@epa.gov

From: Labbe, Ken <Labbe.Ken@epa.gov>

Sent: Tuesday, May 31, 2022 4:56 PM

To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Cc: Coviello, Nancy <Coviello.Nancy@epa.gov>; Powell, Shayla <Powell.Shayla@epa.gov>

Subject: This Week@EPA May 31, 2022

Lindsay and Nancy,

Looking for approval to send newsletter out to the distro list. If need be, it can be sent tomorrow to ensure that the ethics mass mailer gets incorporated. Please let me know.

ED_013035_00003499-00002

THIS WEEK @ EPA



Photo of the Week: Sunrise at Lanikai Pillbox Hike, Taken by Delanie Vasil, Region 9.

[View Collection >](#)

IN CASE YOU MISSED IT

- Administrator Regan makes a [Statement on the Tragic Events in Uvalde, Texas](#).
- Administrator Regan and EPA [Honor Those Who Sacrificed for Our Freedoms](#).
- Administrator Regan Announces [Historic Raising the Pride Flag at EPA](#).

[View Mass Mailers >](#)

- Biden-Harris Administration [Announce Actions to Improve Drinking Water and Wastewater Services for Tribes and Alaska Native Villages](#).
- Administrator Regan [Highlights US Climate Leadership, Work to Deliver Environmental Justice, Pollution Reductions and Ocean Protections at G7 Ministers Meeting in Berlin](#).

- EPA [Marks 14th Don't Fry Day, Urges Sun Safety to Guard against Skin Cancer.](#)
- EPA [Announces the 2022 National Federal Facility Excellence in Site Reuse Award Winners.](#)
- EPA [Names 2022 Top Cities for Energy Star Certified Buildings.](#)
- EPA [Announces \\$75 Million WIFIA Loan](#) to Mitigate Flood Risk in Howard County, Maryland.
- [Joint Statement](#) by the U.S. Environmental Protection Agency, the German Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection, and the German Environment Agency.
- EPA [Announces Federal Working Group](#) to Strengthen Coordination on Water Reuse and Integrated Water Resources Management Approaches.
- EPA [Announces \\$97 Million in WIFIA Loans](#) to Modernize Water Infrastructure in Medford, Oregon.
- EPA [Announces \\$10 million in Grant Funding](#) to Support Water Quality Monitoring for Safe Summer Beach Recreation.

[Browse News Releases >](#)



This week we recognize these 13 employees:

- **Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month:** This week, in honor of AANHPI Heritage Month, we recognize the following 13 employees: Catherine Penilla (ORD), Chitra Kumar, Ed Chu (R7), Harrison Cheng (ORD), Jacquie Linenberg-Huynh (OECA), Lisa Pham (R6), Lohitaksha (Lo.) Rao (R8), Maria Martir (OIG), Melissa Wise (OMS), Nicole Tachiki (R2), Piyachat Terrell (AO), Roopa Mulchandani (OIG), Tina Yin (R9) [Please read this week's profiles.](#)

[Nominate an employee >](#)



Consider Voting for EPA's Sammys Finalist Cindy Newberg

Cindy Newberg, the Stratospheric Protection Division Director in the Office of Air and Radiation's Office of Atmospheric Programs, has progressed to the next round of voting (top 12) for the 2022 Samuel J. Heyman Service to America Medals People's Choice Award. [Consider voting for Cindy here.](#)

Gender Pronouns: 101

Pronouns are a lot like names: we use them to refer to people when they aren't around. As with names, pronouns can be deeply tied to a person's identity, and people might choose to change their pronouns for a number of reasons. Everyone should be able to choose how others refer to them and it's a show of respect to learn and use people's pronouns. [Learn how to create an inclusive culture at EPA.](#)

Week 5: AANHPI Leader Profile

In honor of Asian American Pacific Islander (AAPI) Month, the EPA Asian American Native Hawaiian and Pacific Islander (AANHPI) EmPower group has put together a series of Asian American profiles. Each week this month one such profile will be shared. This week we introduce Edith Kanaka'ole. [Learn more about Edith Kanaka'ole.](#)

Closing out Older Americans Month

As we bring this month to a close, we want to give you one last tidbit for Older Americans Month. Please remember to support your loved ones & let them know they are loved. Give them their flowers no matter what, and [let them know you are here for them.](#)

EPA Perspectives: Hurricane Season is Almost Here, and It's Time to Get Prepared

From Irma to Maria to Ida, we have seen more and more highly destructive hurricanes over the past several years. In fact, last year was the third most active hurricane season ever. As these large storms become more frequent, we know that climate change is a major factor to the increase in these extreme weather events. [Read the EPA Perspectives article on hurricane preparedness.](#)

Bee Part of the Buzz: 2nd Annual Pollinator Photo Contest

Participate in the [Pollinator Protection Initiative's 2nd Annual Pollinator Photo Contest](#) to celebrate National Pollinator Week, June 20-26. Recognize contributions pollinators such as bees, butterflies, birds, and bats make to our economy and food supply by submitting your pollinator and pollinator habitat photos. [Participate in the Photo Contest.](#)

Instructions for time and attendance for Pay Period 12, 2022, May 22-June 4, 2022

This is time and attendance guidance for Pay Period 12, May 22-June 4, 2022. [Please see the guidance to the time and attendance.](#)



2022 Employee Viewpoint Survey Launches

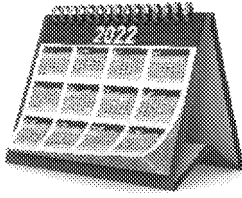
The U.S. Office of Personnel Management launches the 2022 Employee Viewpoint Survey (EVS) this week. The EVS measures employee perceptions about areas critical to federal agencies, such as leadership, supervisors, individual work units, and the work-life environment. Please be on the lookout for this voluntary and confidential survey.



Recognizing 25 years of children's health at EPA

The Office of Children's Health Protection hosted a discussion with former EPA Administrator Carol Browner, current EPA Deputy Administrator Janet McCabe and Ramona Trovato, the first OCHP Director, to discuss EPA's work to protect children's health. The discussion highlighted key milestones that influenced how EPA protects children from environmental exposures, actions to protect children's health in the future, and emerging children's environmental health issues.

[View video >](#)



May 31: Timecard Corrections Due from Prior Pay Periods for Pay Period 12

June 1: Join the Cut Your Carbon Footprint Challenge

June 1: EPA's Voices Against Racism

June 2: Time and Attendance for Pay Period 12 ending June 4, 2022

June 6: GeoPlatform Webinar Series

June 8: Webinar #2: Estimating Cumulative Health Burdens Using the Global Burden of Disease (GBD) Method

June 14-16: 2022 Laboratory Enterprise Showcase

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Message

From: Labbe, Ken [Labbe.Ken@epa.gov]
Sent: 6/1/2022 6:13:10 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]; Coviello, Nancy [Coviello.Nancy@epa.gov]; Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
Subject: This Week@EPA May 31, 2022

Here is the newsletter as it stands. Chris Frey mass mailer has been added, as well as the Air Report news release.

THIS WEEK @ EPA



Photo of the Week: Sunrise at Lanikai Pillbox Hike, Taken by Delanie Vasil, Region 9.

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IN CASE YOU MISSED IT

- Administrator Regan makes a [Statement on the Tragic Events in Uvalde, Texas.](#)
- Administrator Regan and EPA [Honor Those Who Sacrificed for Our Freedoms.](#)
- Administrator Regan Announces [Historic Raising the Pride Flag at EPA.](#)
- Administrator Regan [Congratulates](#) our new Assistant Administrator for ORD.

[View Mass Mailers >](#)

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This week we recognize these 13 employees:

- **Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month:** This week, in honor of AANHPI Heritage Month, we recognize the following 13 employees: Catherine Penilla (ORD), Chitra Kumar, Ed Chu (R7), Harrison Cheng (ORD), Jacquie Linenberg-Huynh (OECA), Lisa

Pham (R6), Lohitaksha (Lo.) Rao (R8), Maria Martir (OIG), Melissa Wise (OMS), Nicole Tachiki (R2), Piyachat Terrell (AO), Roopa Mulchandani (OIG), Tina Yin (R9) [Please read this week's profiles.](#)

[Nominate an employee >](#)



Consider Voting for EPA's Sammies Finalist Cindy Newberg

Cindy Newberg, the Stratospheric Protection Division Director in the Office of Air and Radiation's Office of Atmospheric Programs, has progressed to the next round of voting (top 12) for the 2022 Samuel J. Heyman Service to America Medals People's Choice Award. [Consider voting for Cindy here.](#)

Gender Pronouns: 101

Pronouns are a lot like names: we use them to refer to people when they aren't around. As with names, pronouns can be deeply tied to a person's identity, and people might choose to change their pronouns for a number of reasons. Everyone should be able to choose how others refer to them and it's a show of respect to learn and use people's pronouns. [Learn how to create an inclusive culture at EPA.](#)

Week 5: AANHPI Leader Profile

In honor of Asian American Pacific Islander (AAPI) Month, the EPA Asian American Native Hawaiian and Pacific Islander (AANHPI) EmPower group has put together a series of Asian American profiles. Each week this month one such profile will be shared. This week we introduce Edith Kanaka'ole. [Learn more about Edith Kanaka'ole.](#)

Closing out Older Americans Month

As we bring this month to a close, we want to give you one last tidbit for Older Americans Month. Please remember to support your loved ones & let them know they are loved. Give them their flowers no matter what, and [let them know you are here for them.](#)

EPA Perspectives: Hurricane Season is Almost Here, and It's Time to Get Prepared

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Bee Part of the Buzz: 2nd Annual Pollinator Photo Contest

Participate in the [Pollinator Protection Initiative's 2nd Annual Pollinator Photo Contest](#) to celebrate National Pollinator Week, June 20-26. Recognize contributions pollinators such as bees, butterflies, birds, and bats make to our economy and food supply by submitting your pollinator and pollinator habitat photos. [Participate in the Photo Contest](#).

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This is time and attendance guidance for Pay Period 12, May 22-June 4, 2022. [Please see the guidance to the time and attendance](#).

[Internal News >](#)



2022 Employee Viewpoint Survey Launches

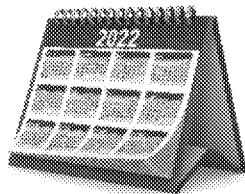
The U.S. Office of Personnel Management launches the 2022 Employee Viewpoint Survey (EVS) this week. The EVS measures employee perceptions about areas critical to federal agencies, such as leadership, supervisors, individual work units, and the work-life environment. [Please be on the lookout](#) for this voluntary and confidential survey.



Recognizing 25 years of children's health at EPA

The Office of Children's Health Protection hosted a discussion with former EPA Administrator Carol Browner, current EPA Deputy Administrator Janet McCabe and Ramona Trovato, the first OCHP Director, to discuss EPA's work to protect children's health. The discussion highlighted key milestones that influenced how EPA protects children from environmental exposures, actions to protect children's health in the future, and emerging children's environmental health issues.

[View video >](#)



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Message

From: Labbe, Ken [Labbe.Ken@epa.gov]
Sent: 6/1/2022 7:21:14 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]; EPA Internal Comms [internalcomms@epa.gov]
Subject: This Week@EPA May 31, 2022

EVS mass mailer has been added.

THIS WEEK @ EPA



Photo of the Week: Sunrise at Lanikai Pillbox Hike, Taken by Delanie Vasil, Region 9.

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- Deputy Administrator McCabe notes the [Launch of the 2022 Federal Employee Viewpoint Survey](#).

[View Mass Mailers >](#)

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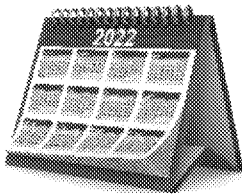
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Message

From: Taylor, Katherine [Taylor.Katherine.A@epa.gov]
Sent: 6/14/2022 5:01:01 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Michalos, Maria [Michalos.Maria@epa.gov]
CC: OWC SocMed Team [OWC_SocMed_Team@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]
Subject: Re: Pride Month Posts for Approval

Awesome. 😊 Thanks!

Katherine Taylor

Digital Media Strategist, Office of Web Communications

Office of Public Affairs

U.S. Environmental Protection Agency

1200 Pennsylvania Avenue, N.W.

Washington, D.C. 20460

Mobile: 202-839-7059

[Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [LinkedIn](#) | [Articles](#)

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Tuesday, June 14, 2022 12:58 PM
To: Taylor, Katherine <Taylor.Katherine.A@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Cc: OWC SocMed Team <OWC_SocMed_Team@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Subject: RE: Pride Month Posts for Approval

Love these posts and these folks! Thanks.

From: Taylor, Katherine <Taylor.Katherine.A@epa.gov>
Sent: Tuesday, June 14, 2022 12:56 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Cc: OWC SocMed Team <OWC_SocMed_Team@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Subject: Pride Month Posts for Approval

Hello,

Hope you're having a great week!

We have two pride profiles for social media that are ready for review.

Tweet: This #PrideMonth, we celebrate Nigel Simon who directs the management of information technology, specialized task forces, & policy development for the land and emergency management wing of EPA. He also participates in various groups to promote diversity & inclusion in government.

Ex. 5 Deliberative Process (DP)



Ex. 5 Deliberative Process (DP)

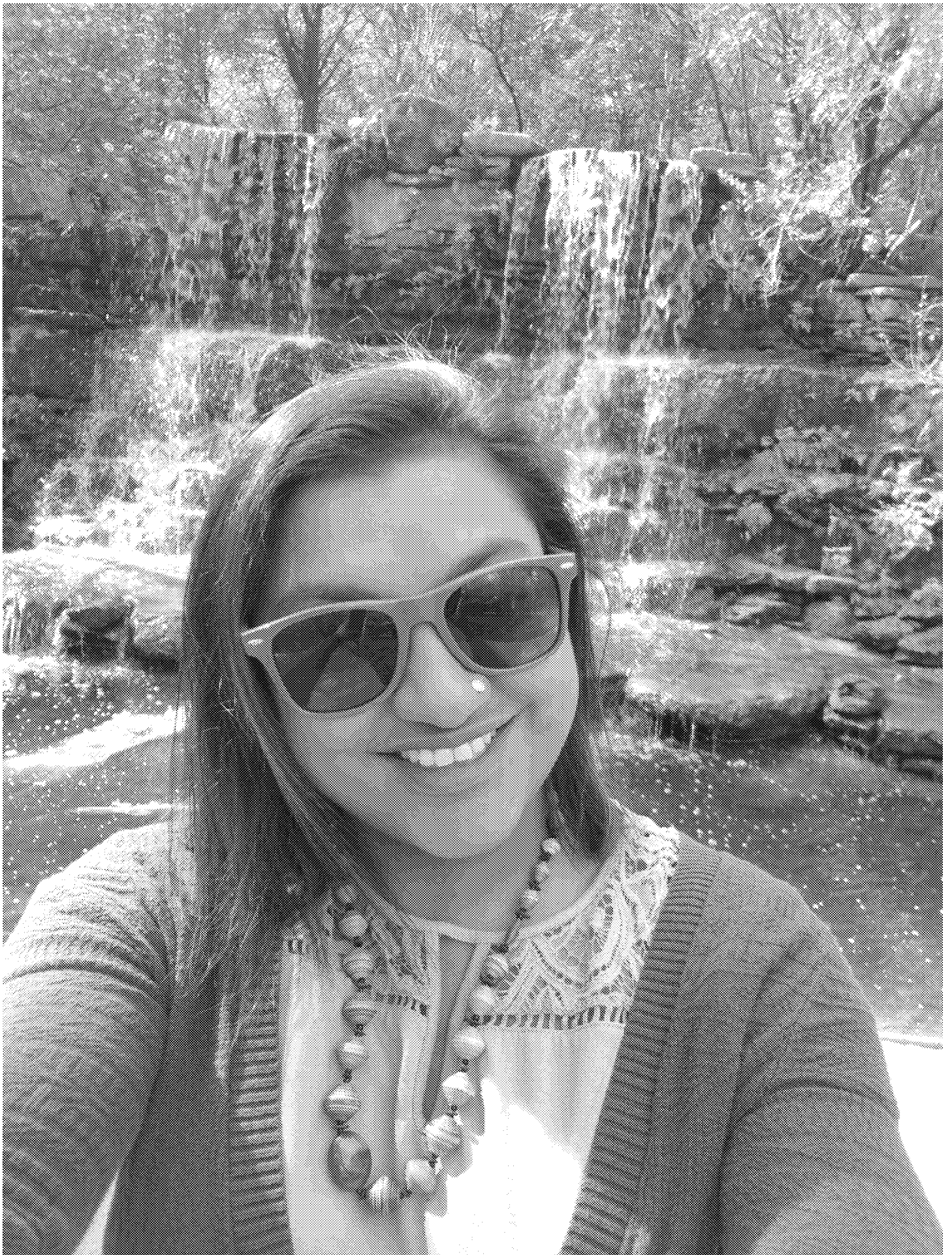
FB Post/Instagram Story:

Happy #PrideMonth! Proud employees like Christina make EPA an awesome place to work. An advocate for Queer Women of Color, Christina is the Communications Lead for the Office of Environmental Justice. "EPA is a great place to pursue your passion, whether it is environmental or public service in general."

"EPA is a great place to pursue your passion, whether it is environmental or public service in general. It is filled with motivated individuals trying to make a difference. I always say apply for any role that you find interesting, you never know what may happen!"

At EPA, we want the most authentic version of YOU!

Join Christina; Join the mission: <https://www.epa.gov/careers>



Katherine Taylor

Digital Media Strategist, Office of Web Communications

Office of Public Affairs

U.S. Environmental Protection Agency

1200 Pennsylvania Avenue, N.W.

Washington, D.C. 20460

Mobile: 202-839-7059

[Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [LinkedIn](#) | [Articles](#)

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 6/24/2022 5:04:47 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
CC: Michalos, Maria [Michalos.Maria@epa.gov]
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx
Attachments: Pride 2022 Mass Mailer draft LH.docx

Formatted attached. Thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, June 24, 2022 12:44 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx

That'd help huh.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, June 24, 2022 12:43 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx

Thanks .. can you send the attachment? Thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, June 24, 2022 12:42 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx

Here you go Nancy – let me know if this is OK, I think there are two comments to clean-up and then I can still get it in today.

Aiming to submit stuff by 2PM.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, June 24, 2022 9:58 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx

Thanks

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, June 24, 2022 9:51 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx

Maria is out, I will edit.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, June 24, 2022 9:49 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: Pride 2022 Mass Mailer draft vs 2 (002).docx

Hi – can we get this into the weekend book so we can get this out on Monday?

If you give me edits, I will get this into the proper format.

thanks ng

DRAFT MASS MAILER

For Distribution on June 27, 2022

Contact: Lindsay Hamilton, OPA

To: All EPA Employees

From: Administrator Regan

Subject: EPA's 20th Annual Pride Month Observance

Dear Colleagues,

Ex. 5 Deliberative Process (DP)

Ex. 5 Deliberative Process (DP)

Michael S. Regan
Administrator

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 6/24/2022 1:48:31 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
CC: Michalos, Maria [Michalos.Maria@epa.gov]
Subject: Pride 2022 Mass Mailer draft vs 2 (002).docx
Attachments: Pride 2022 Mass Mailer draft vs 2 (002).docx

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If you give me edits, I will get this into the proper format.

thanks ng

Subject: EPA's 20th Annual Pride Month Program



Dear Colleagues,

Ex. 5 Deliberative Process (DP)

Ex. 5 Deliberative Process (DP)

Michael S. Regan

Administrator

Message

From: Morgan, Ashley [Morgan.Ashley.M@epa.gov]
Sent: 6/24/2022 6:39:30 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
CC: Michalos, Maria [Michalos.Maria@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]
Subject: RE: OPA Items for the Book (6/24)

Of course. I know it is a challenging day ♥

Ashley M. Morgan
Deputy Director of Scheduling and Advance
U.S. Environmental Protection Agency
Cell: (202) 909-9983

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, June 24, 2022 2:38 PM
To: Morgan, Ashley <Morgan.Ashley.M@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: RE: OPA Items for the Book (6/24)

Thank you for the extra time, needed it today and I appreciate it.

From: Morgan, Ashley <Morgan.Ashley.M@epa.gov>
Sent: Friday, June 24, 2022 2:37 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: RE: OPA Items for the Book (6/24)

Received, thank you!

Ashley M. Morgan
Deputy Director of Scheduling and Advance
U.S. Environmental Protection Agency
Cell: (202) 909-9983

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, June 24, 2022 2:15 PM
To: Morgan, Ashley <Morgan.Ashley.M@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: OPA Items for the Book (6/24)

1. Draft Pride Month Mass Mailer
2. Social for Monday
3. Regional Clips

Lindsay Hamilton

Associate Administrator, Public Affairs
Environmental Protection Agency
Hamilton.Lindsay@epa.gov
202-510-3515 (mobile)
[Newsroom](#) | she/her

Message

From: Comerford, Sherri [Comerford.Sherri@epa.gov]
Sent: 6/27/2022 6:45:18 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]; Drinkard, Andrea [Drinkard.Andrea@epa.gov]
CC: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Ryan, Jini [Ryan.Jini@epa.gov]; Atkinson, Emily [Atkinson.Emily@epa.gov]
Subject: RE: will janet have a mass mailer this week? thanks ng
Attachments: Script for Janet McCabe.docx

Importance: High

Draft script for Janet McCabe, attached. Thanks, all!

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Monday, June 27, 2022 10:36 AM
To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>; Comerford, Sherri <Comerford.Sherri@epa.gov>
Subject: RE: will janet have a mass mailer this week? thanks ng

Sherri comerford .. copied here .. is working on the pride remarks thanks ng

Nancy Grantham
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202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Sent: Monday, June 27, 2022 10:29 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>
Subject: Re: will janet have a mass mailer this week? thanks ng

Nancy, can you get the script for pride asap? We could fit this one in somewhere for sure. We'll probably need 15 mins. Emily, let me know what might work.

On Jun 27, 2022, at 10:24 AM, Drinkard, Andrea <Drinkard.Andrea@epa.gov> wrote:

Got it. Thanks. Will take a look.

On Jun 27, 2022, at 10:22 AM, Grantham, Nancy <Grantham.Nancy@epa.gov> wrote:

He is .. however this is for the awards banquet and they want Janet to do as we are a co-sponsor ..

See attached draft script

Looping Jini as this would need to be taped tomorrow – along with other one thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
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202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Sent: Monday, June 27, 2022 8:23 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: RE: will janet have a mass mailer this week? thanks ng

I thought the Administrator was attending LULAC. Did that change? Emily is working to find time. I think Jini's team is out tomorrow, so we can record virtually.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Monday, June 27, 2022 6:57 AM
To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Subject: RE: will janet have a mass mailer this week? thanks ng

Thanks ... also – they are wanting her to do a video for the LULAC conference ... which is due 7/1 .. so we would need to do tomorrow – getting a script thanks ng

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Sent: Monday, June 27, 2022 6:54 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: Re: will janet have a mass mailer this week? thanks ng

If the video is done on Tuesday, we'll try to get one out on Wednesday or Thursday at the latest.

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<Grantham.Nancy@epa.gov> wrote:

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

Script for Janet McCabe
Being an Ally to the LGBTQIA+ Community
Wednesday, June 30, 2022

Ex. 5 Deliberative Process (DP)

Message

From: Drinkard, Andrea [Drinkard.Andrea@epa.gov]
Sent: 6/27/2022 7:15:48 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
Subject: ACTION: Pride Script
Attachments: Script for Janet McCabe_AD.docx

Importance: High

Any issues here? I made a few tweaks, but I wanted to get your eyes on these to make sure we weren't getting out in front of our skis on anything.

From: Comerford, Sherri <Comerford.Sherri@epa.gov>
Sent: Monday, June 27, 2022 2:45 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>
Subject: RE: will janet have a mass mailer this week? thanks ng
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Draft script for Janet McCabe, attached. Thanks, all!

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Sent: Monday, June 27, 2022 10:36 AM
To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>; Comerford, Sherri <Comerford.Sherri@epa.gov>
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Sherri comerford .. copied here .. is working on the pride remarks thanks ng

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Looping Jini as this would need to be taped tomorrow – along with other one thanks ng

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- **Ex. 5 Deliberative Process (DP)**

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Ex. 5 - Deliberative Process (DP)

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Ex. 5 - Deliberative Process (DP)

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Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 6/27/2022 8:32:05 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Drinkard, Andrea [Drinkard.Andrea@epa.gov]
CC: Carter-Jenkins, Shakeba [Carter-Jenkins.Shakeba@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]
Subject: final Pride Month Mass Mailer
Attachments: EPA's 20th Annual Pride Month Observance

Please see attached and me know if good to go.

Shakeba – can you do union notification thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
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202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Message from the Administrator [messagefromtheadadministrator@epa.gov]
To: Message from the Administrator [messagefromtheadadministrator@epa.gov]
Subject: EPA's 20th Annual Pride Month Observance



Dear Colleagues,

Please join EPA's 20th Annual Pride Month Observance, celebrating EPA's LGBTQIA+ community, on Thursday, June 30, 12:00-1:30 p.m. ET via [MS Teams Live](#). This year, we kicked off Pride Month on June 1st by [raising the Pride Flag](#) at EPA Headquarters for the first time in EPA's 50-year history.

Twenty years ago this month, EPA hosted its first Pride Month Observance in the Rachel Carson Green Room. The keynote speaker was Frank Kameny, who had become one of the most significant gay rights activists after being fired from his position as astronomer at the US Army Map Service during the Lavender Scare – the federal government's decades of mass-firings, starting in the 1950s of thousands of government officials suspected to be "homosexual."

This year's theme is "Being an Ally to LGBTQIA+ Employees and Family Members," as President Biden highlighted in his Pride month [Presidential Pride Month Proclamation](#). After decades of progress in the rights for sexual orientation and gender identity minorities, now is a time of uncertainty and [danger](#), as legislation in various states challenges the rights of LGBTQIA+ people, especially people of color, transgender people, and youth. In response, a diverse, nationwide panel of EPA employees will share brave stories of allyship and support for LGBTQIA+ family members.

The keynote speaker for the program is **Brian Bond, Executive Director of Parents and Friends of Lesbian and Gays (PFLAG) and former Associate Administrator for the EPA Office of Public Engagement and Environmental Education** during the Obama Administration. Brian will provide a message of hope and encouragement for ally-led action. This year's Pride Observance is hosted by the LGBTQ+ Special Emphasis Program Advisory Council, Equality EPA, the Office of Water, and the Office of Mission Support.

Accessibility Information: EPA will provide Communication Access Real-time Translation (CART captioning), ASL (American Sign Language) interpreters, and CLTs (Cued Language Translators). For these features, please join via [ZoomGov for Accessibility](#) (Meeting ID: [Ex. 6 Personal Privacy \(PP\)](#)). For audio-only, please dial: [Ex. 6 Personal Privacy \(PP\)](#). If you need technical assistance on the day of the event, please contact your local IT helpdesk. Separately, if you require a disability accommodation, please contact Reasonable accommodations at disabilityaccommodations@epa.gov.

If you miss the event, it will be available for [on-demand viewing](#) from the [Office of Multimedia intranet site](#) within 48 hours of the event.

Please [add this event to your calendar](#) and plan to attend.

Michael S. Regan
Administrator

Message

From: Drinkard, Andrea [Drinkard.Andrea@epa.gov]
Sent: 6/27/2022 7:38:44 PM
To: Comerford, Sherri [Comerford.Sherri@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]
CC: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Ryan, Jini [Ryan.Jini@epa.gov]; Atkinson, Emily [Atkinson.Emily@epa.gov]
Subject: RE: will janet have a mass mailer this week? thanks ng
Attachments: Script for Janet McCabe_UPDATED.docx

Awesome, final (unhighlighted version) for the book. Thanks all!

From: Comerford, Sherri <Comerford.Sherri@epa.gov>
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To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>
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Beautiful! Thank you!

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To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Drinkard, Andrea [Drinkard.Andrea@epa.gov]; Michalos, Maria [Michalos.Maria@epa.gov]
Subject: FW: Needs edits asap FW: final Pride Month Mass Mailer
Attachments: EPA's 20th Annual Pride Month Observance

See attached and let me know if good to go thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Labbe, Ken <Labbe.Ken@epa.gov>
Sent: Monday, June 27, 2022 5:01 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; AO OPA Internal Communications <AO_OPA_Internal_Communications@epa.gov>
Cc: Widener, Charles (Chuck) <Widener.Charles@epa.gov>
Subject: RE: Needs edits asap FW: final Pride Month Mass Mailer

Please see updated draft attached

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Sent: Monday, June 27, 2022 4:49 PM
To: AO OPA Internal Communications <AO_OPA_Internal_Communications@epa.gov>
Cc: Widener, Charles (Chuck) <Widener.Charles@epa.gov>; Labbe, Ken <Labbe.Ken@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: Needs edits asap FW: final Pride Month Mass Mailer

See below – Chuck can you do if Ken needs to sign off? Thanks ng

Nancy Grantham
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grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Monday, June 27, 2022 4:43 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Drinkard, Andrea <Drinkard.Andrea@epa.gov>

Cc: Carter-Jenkins, Shakeba <Carter-Jenkins.Shakeba@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>

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Sent: Monday, June 27, 2022 4:32 PM

To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Drinkard, Andrea <Drinkard.Andrea@epa.gov>

Cc: Carter-Jenkins, Shakeba <Carter-Jenkins.Shakeba@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

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grantham.nancy@epa.gov

From: Message from the Administrator [messagefromtheadadministrator@epa.gov]
To: Message from the Administrator [messagefromtheadadministrator@epa.gov]
Subject: EPA's 20th Annual Pride Month Observance



Dear Colleagues,

Please join EPA's 20th Annual Pride Month Observance, celebrating EPA's LGBTQIA+ community, on Thursday, June 30, 12:00-1:30 p.m. ET via [MS Teams Live](#).

This year, we kicked off Pride Month on June 1st by [raising the Pride Flag](#) at EPA Headquarters for the first time in EPA's 50-year history.

Twenty years ago this month, EPA hosted its first Pride Month Observance in the Rachel Carson Green Room. The keynote speaker was Frank Kameny, who had become one of the most significant gay rights activists after being fired from his position as astronomer at the US Army Map Service during the Lavender Scare – the federal government's decades of mass-firings, starting in the 1950s, of thousands of government officials suspected to be "homosexual."

This year's theme is "Being an Ally to LGBTQIA+ Employees and Family Members," as President Biden highlighted in his Pride month [Presidential Pride Month Proclamation](#). After decades of progress in the rights for sexual orientation and gender identity minorities, now is a time of uncertainty and danger, as legislation in various states challenges the rights of LGBTQIA+ people, especially people of color, transgender people, and youth. In response, a diverse, nationwide panel of EPA employees will share brave stories of allyship and support for LGBTQIA+ family members.

The keynote speaker for the program is **Brian Bond, Executive Director of Parents and Friends of Lesbian and Gays (PFLAG) and former Associate Administrator for the EPA Office of Public Engagement and Environmental Education** during the Obama Administration. Brian will provide a message of hope and encouragement for ally-led action. This year's Pride Observance is hosted by the LGBTQ+ Special Emphasis Program Advisory Council, Equality EPA, the Office of Water, and the Office of Mission Support.

Accessibility Information:

EPA will provide Communication Access Real-time Translation (CART captioning), ASL (American Sign Language) interpreters, and CLTs (Cued Language Translators). For these features, [please join via ZoomGov for Accessibility](#) (Meeting ID: Ex. 6 Personal Privacy (PP)) For audio-only, please dial Ex. 6 Personal Privacy (PP) If you need technical assistance on the day of the event, please contact your local IT helpdesk.

Separately, if you require a disability accommodation, please contact Reasonable accommodations at disabilityaccommodations@epa.gov.

If you miss the event, it will be available for on-demand viewing from the Office of Multimedia intranet site within 48 hours of the event.

Please add this event to your calendar and plan to attend.

Michael S. Regan
Administrator

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 6/27/2022 9:12:06 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Drinkard, Andrea [Drinkard.Andrea@epa.gov]; Michalos, Maria [Michalos.Maria@epa.gov]
Subject: RE: Needs edits asap FW: final Pride Month Mass Mailer

Got it

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
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202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Monday, June 27, 2022 5:12 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Drinkard, Andrea <Drinkard.Andrea@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Needs edits asap FW: final Pride Month Mass Mailer

Need a line break before **Ex. 5 Deliberative Process (DP)**

Ex. 5 Deliberative Process (DP)

With those edits, good to go, I don't need to see it again.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Monday, June 27, 2022 5:10 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Drinkard, Andrea <Drinkard.Andrea@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Subject: FW: Needs edits asap FW: final Pride Month Mass Mailer

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grantham.nancy@epa.gov

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 6/27/2022 10:06:30 PM
To: Drinkard, Andrea [Drinkard.Andrea@epa.gov]; Comerford, Sherri [Comerford.Sherri@epa.gov]
CC: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Ryan, Jini [Ryan.Jini@epa.gov]; Atkinson, Emily [Atkinson.Emily@epa.gov]
Subject: RE: will janet have a mass mailer this week? thanks ng
Attachments: Script for Janet McCabe_UPDATED.docx

Slight edit in the attached .. thanks ng

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From: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
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Subject: RE: will janet have a mass mailer this week? thanks ng

Beautiful! Thank you!

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Sent: Monday, June 27, 2022 3:34 PM
To: Comerford, Sherri <Comerford.Sherri@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
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Thank you, Andrea! I got so caught up in the emotion of it that I forgot to mention the flag raising. She may want to start by acknowledging that the month started with the Administrator's historic raising of the Progress Pride flag, and continued with a breadth of Pride events throughout the Regions, Labs & Program Offices throughout the month.

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To: Comerford, Sherri <Comerford.Sherri@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>

Subject: RE: will janet have a mass mailer this week? thanks ng

Hi Sherri,

These are great! I tweaked them ever so slightly and formatted them. Emily, these are ready for the book.

Thanks so much!!

From: Comerford, Sherri <Comerford.Sherri@epa.gov>

Sent: Monday, June 27, 2022 2:45 PM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Drinkard, Andrea <Drinkard.Andrea@epa.gov>

Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>

Subject: RE: will janet have a mass mailer this week? thanks ng

Importance: High

Draft script for Janet McCabe, attached. Thanks, all!

From: Grantham, Nancy <Grantham.Nancy@epa.gov>

Sent: Monday, June 27, 2022 10:36 AM

To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>

Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>; Comerford, Sherri <Comerford.Sherri@epa.gov>

Subject: RE: will janet have a mass mailer this week? thanks ng

Sherri comerford .. copied here .. is working on the pride remarks thanks ng

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Sent: Monday, June 27, 2022 10:29 AM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>

Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>

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Sent: Monday, June 27, 2022 8:23 AM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>

Subject: RE: will janet have a mass mailer this week? thanks ng

I thought the Administrator was attending LULAC. Did that change? Emily is working to find time. I think Jini's team is out tomorrow, so we can record virtually.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>

Sent: Monday, June 27, 2022 6:57 AM

To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>

Subject: RE: will janet have a mass mailer this week? thanks ng

Thanks ... also – they are wanting her to do a video for the LULAC conference ... which is due 7/1 .. so we would need to do tomorrow – getting a script thanks ng

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Ex. 5 - Deliberative Process (DP)

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Sent: 6/28/2022 2:26:58 AM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]
CC: Comerford, Sherri [Comerford.Sherri@epa.gov]; Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Ryan, Jini [Ryan.Jini@epa.gov]; Atkinson, Emily [Atkinson.Emily@epa.gov]
Subject: Re: will janet have a mass mailer this week? thanks ng
Attachments: Script for Janet McCabe_UPDATED.docx

Good catch. Emily and I will make sure that gets updated in Janet's version.

On Jun 27, 2022, at 6:06 PM, Grantham, Nancy <Grantham.Nancy@epa.gov> wrote:

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- **Ex. 5 - Deliberative Process (DP)**

Message

From: Drinkard, Andrea [Drinkard.Andrea@epa.gov]
Sent: 6/28/2022 11:42:13 AM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]; Comerford, Sherri [Comerford.Sherri@epa.gov]
CC: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Ryan, Jini [Ryan.Jini@epa.gov]; Atkinson, Emily [Atkinson.Emily@epa.gov]
Subject: RE: will janet have a mass mailer this week? thanks ng
Attachments: Script for Janet McCabe_FINAL.docx

Here's the final version with Janet's great edits.

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Sent: Monday, June 27, 2022 6:07 PM
To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>; Comerford, Sherri <Comerford.Sherri@epa.gov>
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Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Sent: Monday, June 27, 2022 3:39 PM
To: Comerford, Sherri <Comerford.Sherri@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>
Subject: RE: will janet have a mass mailer this week? thanks ng

Awesome, final (unhighlighted version) for the book. Thanks all!

From: Comerford, Sherri <Comerford.Sherri@epa.gov>
Sent: Monday, June 27, 2022 3:38 PM
To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>
Subject: RE: will janet have a mass mailer this week? thanks ng

Beautiful! Thank you!

From: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Sent: Monday, June 27, 2022 3:34 PM
To: Comerford, Sherri <Comerford.Sherri@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>

Subject: RE: will janet have a mass mailer this week? thanks ng

Yes, I can add that. Does the line in yellow at the bottom of page 2 work?

From: Comerford, Sherri <Comerford.Sherri@epa.gov>

Sent: Monday, June 27, 2022 3:28 PM

To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>

Subject: RE: will janet have a mass mailer this week? thanks ng

Thank you, Andrea! I got so caught up in the emotion of it that I forgot to mention the flag raising. She may want to start by acknowledging that the month started with the Administrator's historic raising of the Progress Pride flag, and continued with a breadth of Pride events throughout the Regions, Labs & Program Offices throughout the month.

From: Drinkard, Andrea <Drinkard.Andrea@epa.gov>

Sent: Monday, June 27, 2022 3:24 PM

To: Comerford, Sherri <Comerford.Sherri@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>

Subject: RE: will janet have a mass mailer this week? thanks ng

Hi Sherri,

These are great! I tweaked them ever so slightly and formatted them. Emily, these are ready for the book.

Thanks so much!!

From: Comerford, Sherri <Comerford.Sherri@epa.gov>

Sent: Monday, June 27, 2022 2:45 PM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Drinkard, Andrea <Drinkard.Andrea@epa.gov>

Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>

Subject: RE: will janet have a mass mailer this week? thanks ng

Importance: High

Draft script for Janet McCabe, attached. Thanks, all!

From: Grantham, Nancy <Grantham.Nancy@epa.gov>

Sent: Monday, June 27, 2022 10:36 AM

To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>

Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>; Comerford, Sherri <Comerford.Sherri@epa.gov>

Subject: RE: will janet have a mass mailer this week? thanks ng

Sherri comerford .. copied here .. is working on the pride remarks thanks ng

Nancy Grantham
Principal Deputy Associate Administrator

Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Sent: Monday, June 27, 2022 10:29 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Ryan, Jini <Ryan.Jini@epa.gov>; Atkinson, Emily <Atkinson.Emily@epa.gov>
Subject: Re: will janet have a mass mailer this week? thanks ng

Nancy, can you get the script for pride asap? We could fit this one in somewhere for sure. We'll probably need 15 mins. Emily, let me know what might work.

On Jun 27, 2022, at 10:24 AM, Drinkard, Andrea <Drinkard.Andrea@epa.gov> wrote:

Got it. Thanks. Will take a look.

On Jun 27, 2022, at 10:22 AM, Grantham, Nancy <Grantham.Nancy@epa.gov> wrote:

He is .. however this is for the awards banquet and they want Janet to do as we are a co-sponsor ..

See attached draft script

Looping Jini as this would need to be taped tomorrow – along with other one thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Sent: Monday, June 27, 2022 8:23 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: RE: will janet have a mass mailer this week? thanks ng

I thought the Administrator was attending LULAC. Did that change? Emily is working to find time. I think Jini's team is out tomorrow, so we can record virtually.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Monday, June 27, 2022 6:57 AM
To: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Subject: RE: will janet have a mass mailer this week? thanks ng

Thanks ... also – they are wanting her to do a video for the LULAC conference ... which is due 7/1 .. so we would need to do tomorrow – getting a script thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Sent: Monday, June 27, 2022 6:54 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: Re: will janet have a mass mailer this week? thanks ng

If the video is done on Tuesday, we'll try to get one out on Wednesday or Thursday at the latest.

On Jun 27, 2022, at 6:52 AM, Grantham, Nancy
<Grantham.Nancy@epa.gov> wrote:

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

Script for Janet McCabe
Being an Ally to the LGBTQIA+ Community
Wednesday, June 30, 2022

- Happy Pride Month, EPA!
- I am proud to welcome you to our National Pride event, “Being an Ally to the LGBTQIA+ Community.”
- I understand we have four wonderful and brave speakers here today to share their stories of allyship with their own family members.
- These EPA colleagues answered the call to speak, from Regions across the country, representing Philadelphia, Kansas City, Denver, and San Francisco.
- And our Keynote Speaker is none other than former Associate Administrator for the Office of Public Engagement and Environmental Education, now Executive Director of PFLAG, Brian Bond. I worked with Brian during the Obama Administration, and he is one of the most wonderful people I know.
- Our topic, being an ally, could not have greater resonance than it has right now. After decades of civil rights progress, now is [HYPERLINK "[https://www.cbsnews.com/news/lgbtq-youth-suicide-the-trevor-project-mental-health-2022/](\"https://www.cbsnews.com/news/lgbtq-youth-suicide-the-trevor-project-mental-health-2022/\")\"], as court cases and legislative efforts in various states are challenging the right for schools to discuss sexual orientation and gender identity;

the rights of transgender minors to receive appropriate medical care and, again, the right for LGBTQIA+ people to have equal access to public goods and services.

- And as of last Friday, marriage equality is under threat from our highest court.
- These events—incomprehensible to so many of us—are a gut punch to many in our workforce, and their families. And a reminder that we cannot be complacent when there is hatred and ignorance in the world.
- And my message to gay, lesbian, bisexual, transgender, queer, intersex, and asexual employees is, I see you and I am with you and for you.
- No matter where you live, no matter what state, region, lab, program office or other EPA location, you have the right to use your federal employee health benefits to provide appropriate health care for yourselves and your family members.
- You have the right to come to work as your full, authentic selves, and speak openly, if you wish, about who you are and whom you love.
- We can say gay here. And lesbian. And bisexual. And transgender. And queer. And intersex. And asexual. And we honor you and your loved ones.

- Your colleagues value you and appreciate you being who you are and for your contributions to our mission of protecting public health and the environment.
- It is for all of these reasons that Administrator Regan triumphantly raised the Pride Flag on June 1st for the first time ever in EPA's 50-year history. As the Pride Flag waves from outside the Administrator's office in the William Jefferson Clinton Building, it is a symbol of our unwavering commitment to all of our LGBTQIA+ colleagues. This month and every month.
- I hope that in hearing from your allies from across the country you will feel support and a renewed sense of community, strength, and hope. We will always stand with you and stand for you.
- I would like to thank the LGBTQ+ Advisory Council, Equality EPA, the Office of Mission Support, and the Office of Water, for the work you have done to organize this event.
- I would especially like to thank our EPA panelists, Ex. 6 - Personal Privacy (PP) **Ex. 6 - Personal Privacy (PP)** who will be sharing their allyship stories with you today, and Deb Shore, who will provide closing remarks.
- Here to introduce our keynote speaker is Ex. 6 - Personal Privacy (PP) **Ex. 6 - Personal Privacy (PP)** in the Office of Land

and Emergency Management. **Ex. 6 - Personal Privacy (PP)**
of the Agency's Diversity, Equity, Inclusion, and Accessibility Strategic
Plan working group for LGBTQIA+ Employees.

- This workgroup is one of eight that are contributing to development of an
overarching strategy to implement the tasks of the new DEIA Executive
Order and future work across EPA. **Ex. 6 - Personal Privacy (PP)**

Message

From: Flom, Hannah [Flom.Hannah@epa.gov]
Sent: 6/30/2022 2:15:00 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]; Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
CC: Shogren, Angela [Shogren.Angela@epa.gov]
Subject: FYI - Pride Month Perspectives today
Attachments: Perspectives Sherri Comerford take 2.docx

Hey Lindsay and Nancy,

Just giving you a heads up that Sherri wrote a Perspectives article to conclude Pride Month that we're going to share today. Attaching the final version.

She does talk a bit about the early years at EPA and how it was challenging for the LGBTQIA+ community.

Let us know if you have any concerns, otherwise aiming to post by 12pm ET. Thanks!

--

Hannah Flom
Senior Advisor for Digital Strategy
Environmental Protection Agency
Flom.Hannah@epa.gov
202-527-3988 (mobile)
[Facebook](#) | [Twitter](#) | [Instagram](#) | [Web](#)

Ex. 5 Deliberative Process (DP)

Ex. 5 Deliberative Process (DP)

Message

From: Shogren, Angela [Shogren.Angela@epa.gov]
Sent: 6/30/2022 3:14:43 PM
To: Flom, Hannah [Flom.Hannah@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]; Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]
Subject: RE: FYI - Pride Month Perspectives today
Attachments: pride post_v2.jpg

Importance: High

Minor edits from the author. I've included an image for you to review/approve (if that's easier!)

Angela Shogren | Deputy Director, Office of Web Communications
Office of Public Affairs (OPA)
U.S. Environmental Protection Agency

P: (202) 343-9761

E: shogren.angela@epa.gov

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Thursday, June 30, 2022 10:15 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Shogren, Angela <Shogren.Angela@epa.gov>
Subject: FYI - Pride Month Perspectives today

Hey Lindsay and Nancy,

Just giving you a heads up that Sherri wrote a Perspectives article to conclude Pride Month that we're going to share today. Attaching the final version.

She does talk a bit about the early years at EPA and how it was challenging for the LGBTQIA+ community.

Let us know if you have any concerns, otherwise aiming to post by 12pm ET. Thanks!

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Hannah Flom
Senior Advisor for Digital Strategy
Environmental Protection Agency
Flom.Hannah@epa.gov
202-527-3988 (mobile)
[Facebook](#) | [Twitter](#) | [Instagram](#) | [Web](#)

Proud to Celebrate a Diverse EPA

June 30, 2022

Earlier this month, EPA made history by raising the Pride flag in honor of the LGBTQIA+ community at our headquarters for the first time ever. This gesture of support by my employer felt especially powerful during times that are so fraught for our community, with efforts to roll back decades of our hard-won civil rights.

As a special emphasis program manager (SEPM) and chair of the National LGBTQ+ Special Emphasis Program Advisory, I recently worked with colleagues from across EPA's regional offices to prepare for our National Pride Event. These brave advocates and supporters have powerful stories to tell – and I don't use the word "brave" lightly. It takes courage to speak your truth and call on colleagues for support – and now is a critically important time to tell our stories and support one another. During our National Pride Event, a diverse, nationwide panel of EPA employees will share stories of allyship and support for LGBTQIA+ family members.

In this moment, I reflect on the decades of work of EPA's LGBTQIA+ community and our allies, and I draw strength, both from our predecessors and our emerging leaders. We have always found a way to support one another, and we continue to create new ways of doing so. In the early years of EPA, most of our community was closeted, with well-founded fears that coming out at work would negatively impact their careers. During the early years of the AIDS epidemic, people with partners and friends dying of AIDS/HIV had to tell "white lies" to take sick or administrative leave to care for them. Some supervisors were known as known for being gay-friendly, while others were not. A small group of gay men at EPA headquarters organized an informal, off-campus discussion group called "Southwest Men's Bible Study" to socialize and create a network of people who could help each other address these challenges in the workplace. Similar off-campus groups formed in Seattle, San Francisco, New York, and Boston.


In the 1990s, the group came out of the closet, changing its name to EPA GLOBE – Gay, Lesbian, or Bisexual Employees – becoming a chapter of Federal GLOBE, with sister chapters across agencies and departments. Through the decade, the group began pursuing a non-discrimination policy based on sexual orientation – this work paid off in 1994 when the Agency was one of the first to include a prohibition on sexual orientation discrimination in 1994, and "sexual orientation" was added to the non-discrimination clause in EPA vacancy announcements in 1996. It was not until 1996 that sexual orientation was added to the Federal Equal Employment Opportunity Policy (Executive Order 11478).

And in 1994, some year before I joined the Agency, Administrator Carol Browner sent a Pride month memo to employees, the first time an administrator had made such a gesture. And twenty years ago, in 2002, the first Agency Pride Celebration was held in the Rachel Carson Green Room in the William Jefferson Clinton building.

Through the years, as we have seen our nation take great strides to advance equality, EPA has been a leader in these efforts from the start. Through continuously advancing policies, I have seen the Agency become more welcoming, more open, and more attuned to gender identity, and more responsive to the needs of our diverse workforce than ever before.

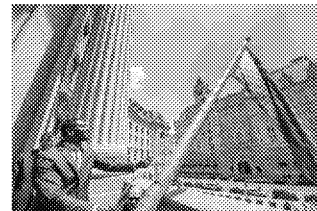
One example of EPA's efforts in action today is EPA's response to the [Government-Wide Strategic Plan to Advance Diversity, Equity, Inclusion and Accessibility in the Federal Workforce](#) (2021) (November 2021). EPA is developing its own DEIA Strategy, with substantial input from eight different workgroups – one of which is completely focused on LGBTQIA+ issues. This work emphasizes the Agency's commitment to creating a culture of inclusion for all EPA employees.

Pride Month this year opened with Administrator Michael Regan raising the Pride flag at EPA headquarters, continued with events in various program offices, Regions, and Labs, and will close with words of encouragement and hope from the executive director of EFLAG and our colleagues sharing stories of support for their LGBTQIA family members. These stories include an employee who supports her transgender children, an employee with a straight mother and gay father, who as she says, "lived most of his life in the shadows," an employee with both a lesbian, activist mom and a lesbian daughter, and a Senior Executive Service member who was inspired by his lesbian daughter to promote a culture of inclusion in his workplace. I have only gratitude for these colleagues. We have always found a way to support one another. A day face new challenges and setbacks, we find strength in our leaders, past and present, our circle continuously expands, and our work continues.

- [Watch the LGBTQIA+ pride flag raising](#) 
- [Learn about Equality EPA](#), EPA's national Non-Labor Employee Group for addressing matters of interest and concern to LGBTQ+ employees, their families, and their allies.
- [Learn more about Equal Opportunity Employment at EPA or join us!](#)

Related Information

- [Read more EPA Perspectives](#)
- [Read other EPA Perspectives about Partnership and Stewardships](#)



Administrator Regan raising the Pride flag at EPA headquarters in June 2022, with Andrew Beaght, Equality EPA co-chair in the background.

About the Author

Sherri Comerford

Environmental Protection Specialist
Office of Ground Water and Drinking Water

Sherri Comerford is an environmental protection specialist on the Source Water Protection Team in the Office of Ground Water and Drinking Water. Her team and their regional counterparts are currently focused on helping drinking water utilities, states, tribes, and other partners, to utilize federal funding, including from the Bipartisan Infrastructure Bill, for activities that protect sources of drinking water. Sherri is also the chair of the LGBTQ+ SEP Advisory Council and a member of the Office of Water Special Emphasis Program Advisory Council.



Message

From: Flom, Hannah [Flom.Hannah@epa.gov]
Sent: 6/30/2022 7:00:23 PM
To: Hamilton, Lindsay [Hamilton.Lindsay@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]
CC: Shogren, Angela [Shogren.Angela@epa.gov]
Subject: RE: FYI - Pride Month Perspectives today

Thanks. We'll also get a tweet out on this.

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Thursday, June 30, 2022 3:00 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Cc: Shogren, Angela <Shogren.Angela@epa.gov>
Subject: RE: FYI - Pride Month Perspectives today

Yup I'm good.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Thursday, June 30, 2022 2:59 PM
To: Flom, Hannah <Flom.Hannah@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Shogren, Angela <Shogren.Angela@epa.gov>
Subject: RE: FYI - Pride Month Perspectives today

Are we all set on this as this is the last day of pride month thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Thursday, June 30, 2022 10:15 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Shogren, Angela <Shogren.Angela@epa.gov>
Subject: FYI - Pride Month Perspectives today

Hey Lindsay and Nancy,

Just giving you a heads up that Sherri wrote a Perspectives article to conclude Pride Month that we're going to share today. Attaching the final version.

She does talk a bit about the early years at EPA and how it was challenging for the LGBTQIA+ community.

Let us know if you have any concerns, otherwise aiming to post by 12pm ET. Thanks!

--

Hannah Flom
Senior Advisor for Digital Strategy
Environmental Protection Agency
Flom.Hannah@epa.gov
202-527-3988 (mobile)
[Facebook](#) | [Twitter](#) | [Instagram](#) | [Web](#)

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 5/31/2022 1:31:48 PM
To: Grantham, Nancy (Grantham.Nancy@epa.gov) [Grantham.Nancy@epa.gov]
CC: Michalos, Maria [Michalos.Maria@epa.gov]
Subject: FW: FOR THE BOOK - OPA Materials
Attachments: 2022-05-31 Draft Chris Frey Mass Mailer.docx; 2022-05-31 Draft Pride Flag Raising Mass Mailer.docx; 2022-05-31 Draft Ethics Mass Mailer.docx

Mass mailers for today/this week.

From: Hamilton, Lindsay
Sent: Friday, May 27, 2022 11:59 AM
To: Morgan, Ashley <Morgan.Ashley.M@epa.gov>
Cc: Flom, Hannah <Flom.Hannah@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Subject: FOR THE BOOK - OPA Materials

Attached –

Pride event memo & Remarks & Image of the Flag
Three mass mailers

Lindsay Hamilton
Associate Administrator, Public Affairs
Environmental Protection Agency
Hamilton.Lindsay@epa.gov
202-510-3515 (mobile)
[Newsroom](#) | she/her

DRAFT MASS MAILER – Pride Flag Raising
For Distribution on Tuesday, May 31, 2022
Contact: Desiree Bascomb, Lindsay Hamilton

From: Administrator Regan
To: All EPA Employees
Subject: Raising the Pride Flag at EPA

Colleagues,

Ex. 5 Deliberative Process (DP)

Michael S. Regan
Administrator

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 5/31/2022 6:10:11 PM
To: Michalos, Maria [Michalos.Maria@epa.gov]
Subject: Fwd: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng
Attachments: Raising the Pride Flag at EPA

Can you give this a quick look?

Sent from my iPhone

Begin forwarded message:

From: "Labbe, Ken" <Labbe.Ken@epa.gov>
Date: May 31, 2022 at 2:04:43 PM EDT
To: "Grantham, Nancy" <Grantham.Nancy@epa.gov>, AO-OPA-Mass-Mailers-Team <AO-OPA-Mass-Mailers-Team_sg@epa.gov>
Cc: "Hamilton, Lindsay" <Hamilton.Lindsay@epa.gov>
Subject: RE: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng

Please see the newest preview of the Pride Flag mass mailer.

Thanks,

Ken

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Tuesday, May 31, 2022 1:08 PM
To: Labbe, Ken <Labbe.Ken@epa.gov>; AO-OPA-Mass-Mailers-Team <AO-OPA-Mass-Mailers-Team_sg@epa.gov>
Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Subject: RE: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng

In the paragraph that says for staff will be working in the building .. need be added in -- please send a new version thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Labbe, Ken <Labbe.Ken@epa.gov>

Sent: Tuesday, May 31, 2022 11:24 AM

To: Grantham, Nancy <Grantham.Nancy@epa.gov>; AO-OPA-Mass-Mailers-Team <AO-OPA-Mass-Mailers-Team_sg@epa.gov>

Subject: RE: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng

Here is the draft Pride Flag Mass Mailer.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>

Sent: Tuesday, May 31, 2022 10:54 AM

To: AO-OPA-Mass-Mailers-Team <AO-OPA-Mass-Mailers-Team_sg@epa.gov>

Subject: Please prepare a preview on the Administrator's mast head and send to me -- Shakeba is doing union notification thanks ng

Nancy Grantham

Principal Deputy Associate Administrator

Environmental Protection Agency

Office of Public Affairs

202-564-6879 (desk)

202-253-7056 (cell)

grantham.nancy@epa.gov

From: Message from the Administrator [messagefromtheadministrator@epa.gov]
Subject: Raising the Pride Flag at EPA



Colleagues,

I am pleased to invite you to join us on Wednesday, June 1st at 12 noon ET for the first-ever raising of the LGBTQ+ flag in honor of Pride Month.

I am excited to be part of this historic event. For the first time in EPA's 50-year history, we proudly raise this flag alongside the U.S. and EPA flags outside of our headquarters.

The 1969 Stonewall uprising is widely recognized as a catalyst for the gay rights movement – a movement that has evolved over the last 50 years. The flag we will fly reflects the diversity of the LGBTQ+ community and builds on the original rainbow design to include the transgender community and LGBTQ+ communities of color.

Too many LGBTQ+ Americans across our nation continue to face discrimination and hate. I'm proud to be part of an Administration that is deeply committed to confronting longstanding inequities and upholding our nation's promise of equality, liberty, and justice for all. No one should face discrimination or harassment because of who they are or whom they love.

For EPA HQ staff who will be working in the building on June 1st, you are invited to gather on the 12th Street green space outside WJC-N. For others, including our regional colleagues, we will be live streaming the event on Instagram, which you can watch at [@EPAMichaelRegan](#). We will have a fully closed captioned version available for viewing on our [YouTube channel](#) following the event.

We look forward to seeing you on June 1st.

Michael S. Regan
Administrator

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 5/31/2022 6:20:07 PM
To: Kevin Bogardus [kbogardus@eenews.net]
Subject: FW: Raising the Pride Flag at EPA

From: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Sent: Tuesday, May 31, 2022 2:17 PM
To: Message from the Administrator <messagefromtheadadministrator@epa.gov>
Subject: Raising the Pride Flag at EPA



Colleagues,

I am pleased to invite you to join us on Wednesday, June 1st at 12 noon ET for the first-ever raising of the LGBTQ+ flag in honor of Pride Month.

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Michael S. Regan
Administrator

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADB134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 5/31/2022 6:28:22 PM
To: Flom, Hannah [Flom.Hannah@epa.gov]; Michalos, Maria [Michalos.Maria@epa.gov]
CC: Carroll, Timothy [Carroll.Timothy@epa.gov]; Bascomb, Desiree [Bascomb.Desiree@epa.gov]
Subject: RE: The BOOK!
Attachments: 2022-06-01 Pride Flag Raising Event Memo.docx

Sounds good.

Updated memo attached. Remarks and pride flag image remain the same, do you want me to resend those?

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Tuesday, May 31, 2022 2:21 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Cc: Carroll, Timothy <Carroll.Timothy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
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I need to update the memo for the pride event, I forgot. Will send in a few.

Sent from my iPhone

On May 31, 2022, at 2:11 PM, Michalos, Maria <Michalos.Maria@epa.gov> wrote:

Hello, hello. It's that time! Thanks to Tim for sending me quotes for approval. Anyone have anything else they'll be sharing for tomorrow's book?

Maria Michalos
Director of Speechwriting
U.S. Environmental Protection Agency
m: (202) 815-7547



Event Memo - XXX
Printed on MM/DD/YYYY

Filed: MM/DD/YYYY X:XX AM/PM (FOR SCHEDULING) (if updated note in italics and in green font).

EVENT MEMO

June 1, 2022

MEMORANDUM FOR THE ADMINISTRATOR

FROM: Office of Public Affairs - Lindsay Hamilton, Nancy Grantham, Hannah Flom, Desiree Bascomb

SUBJECT: Raising of the LGBTQ+/Gay Pride Flag at EPA HQ

EVENT DATE: Wednesday, June 1, 2022

TIME: 12:00 Noon ET – 12:30PM ET

LOCATION: EPA HQ Green Room, 12th Street Green Space outside of EPA HQ, streamed on Instagram Live

ATTIRE: Business

WEATHER: TBD

STAFFING: Lindsay Hamilton, 202-510-3515

I. STATEMENT OF PURPOSE

This is an EPA employee event to celebrate the first-ever raising of the LGBTQ+ flag in honor of June Pride Month.

II. KEY POINTS

- This is the first time in EPA's 50-year history that we proudly raise a pride flag.
- The flag we will fly reflects the diversity of the LGBTQ+ community and builds on the original rainbow design to include the transgender community and LGBTQ+ communities of color.

[PAGE] of [NUMPAGES]

- We are joining agencies across the Federal family who will be flying the flag, including the Department of Interior. Secretary Haaland raised the Pride flag last year and inspired EPA to take action to raise the flag this year.
- Too many LGBTQ+ Americans across our nation continue to face discrimination and hate. **I'm proud to be part of an Administration that is deeply committed to confronting longstanding inequities and upholding our nation's promise of equality, liberty, and justice for all. No one should face discrimination or harassment because of who they are or whom they love.**
- This is the first of many LGBTQ+ Pride events that will happen in June; the theme of this year's commemoration is **"Being an Ally to LGBTQ+ Employees and Family Members."**

III. BACKGROUND

There will be a Presidential Proclamation affirming 2022 Lesbian, Gay, Bisexual, Transgender and Queer Pride Month.

The 1969 Stonewall uprising is widely recognized as a catalyst for the gay rights movement – a movement that has evolved over more than 50 years.

The Biden-Harris Administration has made historic progress towards LGBTQ+ equality since President Biden took office, including:

- Signing One of the Most Comprehensive Executive Orders in History on LGBTQ+ Rights on His First Day in Office.
- Launching a Whole-Of-Government Initiative to Advance Equity and Justice for Underserved Communities, Including LGBTQ+ Communities.
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- Ensuring Transgender Americans Can Access Emergency Shelter That Dignifies and Respects Their Identity.
- Creating a Historically Diverse Cabinet and Administration.
- Issuing the First White House Proclamation for Transgender Day of Visibility.
- Ensuring Pride Flags Fly on U.S. Embassies Around the World.

IV. PARTICIPANTS

Sheri Comerford

Chair, LGBTQ+ Special Emphasis Program Advisory Council

Environmental Protection Specialist in the OW Source Water Protection Program

Ex. 6 Personal Privacy (PP)

Andrew Reighart

Co-Chair, Equality EPA

Policy Analyst, OAR Clean Air Markets Division, Office of Atmospheric Programs

Logistical Support:

Kevin Myers, Chief, HQ Operations Branch

Josue Valentin, Building Manager, WJC-N

V. PRESS & DIGITAL PLAN

The event will be streamed live on Instagram. Hannah will be streaming from the crowd watching the flag go up. You will raise the flag (instagram livestreamed) then move out front to give brief informal remarks to the assembled crowd (instagram livestreamed). If you would like, you can conclude the instagram livestream with brief remarks to camera – facilitated by Hannah. We will have additional photo and video coverage for social media posts. E&E News plans to send a photographer and possibly a reporter.

VI. SEQUENCE OF EVENTS

Overview: The Administrator will be joined by 3 EPA employees to raise the flag next to the US and EPA flags outside the Green Room and flying outside the WJCN building on the 12th Street side.

EPA employees will gather on the 12th Street green space outside of WJC-N to view the flag raising and the Administrator will informally greet them after the flag is posted. There will be a mic and audio available for informal remarks to the assembled crowd.

The full event will be live on instagram and then posted to YouTube.

- **YOU** arrive and will be greeted by EPA LGBTQ+ leaders Sherri Comerford, Andrew Reighart and Ex. 6 Personal Privacy (PP)
- **YOU** take photos with the leaders and then proceed to raise the flag
- Assisted by OMS Facilities staff, **YOU** will officially raise the flag
- **YOU** will depart the Green Room and greet EPA employees on the 12th Street green space outside of WJC-N
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mic to Sherri Comerford

- Sherri Comerford, Ex. 6 Personal Privacy (PP) and Andrew Reighart deliver very brief remarks
- Option to mingle/take photos with EPA staff
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VII. HOST INFO

This is an EPA event coordinated by the Office of Public Affairs and the Office of Mission Support in coordination with the LGBTQ+ Special Emphasis and Equality EPA Programs.

VIII. ATTACHMENTS

- Remarks
- Image of LGBTQ+/Gay Pride Flag

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The audience is EPA employees – both in person and via live stream on Instagram Live for our regional colleagues and staff not attending in person.

A fully closed-captioned version of the event will be available on our YouTube channel following the event.

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Sent: 5/31/2022 6:28:42 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]
Subject: RE: Who is speaking at pride event?
Attachments: 2022-06-01 Pride Flag Raising Event Memo.docx

Great, here is the updated run of show.

It is going to be HOT – they should speak for no longer than one minute.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Tuesday, May 31, 2022 2:23 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Subject: RE: Who is speaking at pride event?

Sherri Comerford

Ex: 6 Personal Privacy (PP)

Andrew Reighart

Administrator can hand the microphone to Sherri and they will hand to one another thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Tuesday, May 31, 2022 2:19 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: Who is speaking at pride event?

Lindsay Hamilton
Associate Administrator, Public Affairs
Environmental Protection Agency
Hamilton.Lindsay@epa.gov
202-510-3515 (mobile)
[Newsroom](#) | she/her



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To: Michalos, Maria [Michalos.Maria@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]
CC: Carroll, Timothy [Carroll.Timothy@epa.gov]; Bascomb, Desiree [Bascomb.Desiree@epa.gov]
Subject: RE: The BOOK!

GO TEAM!

Good first time through this exercise. Thanks everyone!

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Sent: Tuesday, May 31, 2022 2:51 PM
To: Flom, Hannah <Flom.Hannah@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Carroll, Timothy <Carroll.Timothy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: The BOOK!

Thanks! With that, I think we are all set. Going to send the package.

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Tuesday, May 31, 2022 2:48 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Cc: Carroll, Timothy <Carroll.Timothy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
Subject: RE: The BOOK!

Social attached! Holler if I'm missing something.

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Tuesday, May 31, 2022 2:30 PM
To: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Cc: Carroll, Timothy <Carroll.Timothy@epa.gov>; Bascomb, Desiree <Bascomb.Desiree@epa.gov>
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ATTIRE: Business, sunglass suggested for outdoor portion

WEATHER: HOT – 94 degrees, sunny

STAFFING: Lindsay Hamilton, 202-510-3515

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To: Flom, Hannah [Flom.Hannah@epa.gov]
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Thinking the Administrator should say "It's a historic day at EPA, thanks so much for watching!" at the end.

And need to see if Sheri would be in for this, but I'm good with it.

Do you need me to open? Is that because we want to go live to give people a minute or two to join in?

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Wednesday, June 1, 2022 10:15 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Subject: Pride IG Live ROS

Let me know thoughts/edits. Will print a few copies.

Ex. 5 - Deliberative Process (DP)

--
Hannah Flom
Senior Advisor for Digital Strategy

Environmental Protection Agency
Flom.Hannah@epa.gov
202-527-3988 (mobile)
[Facebook](#) | [Twitter](#) | [Instagram](#) | [Web](#)

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 6/1/2022 2:30:58 PM
To: Flom, Hannah [Flom.Hannah@epa.gov]
Subject: RE: Pride IG Live ROS

Good with me! OK with anyone doing the intro.

From: Flom, Hannah <Flom.Hannah@epa.gov>
Sent: Wednesday, June 1, 2022 10:29 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Subject: RE: Pride IG Live ROS

Updated

I. Lindsay kicks off Instagram Live video

- Hey everyone! My name is Lindsay and I'm the Associate Administrator for Public Affairs at the Environmental Protection Agency.
- We're going to get started very soon for the first-ever Pride flag raising at EPA headquarters.
- We're here with a few of our EPA LGBTQ+ Special Emphasis Program leaders. These programs that work with EPA management to promote equal opportunity in the workplace.
- As we get ready to raise the flag, I'm going to hand it off to Administrator Michael Regan.

II. Administrator says a few words and transitions to flag raising

- Hey all – Michael Regan here.
- What an exciting day at EPA! It's the first time we are raising the Pride flag at our headquarters.
- No one should face discrimination or harassment because of who they are or whom they love.
- As we celebrate Pride, I am proud to be part of an Administration that is committed to confronting longstanding inequities and continuing the fight for justice, inclusion, and equality.
- And with that, we are going to raise the Pride flag now. Let's go!

III. Hannah takes phone back and films Pride flag raising

IV. Hannah pans crowd

V. Administrator Regan wraps up Instagram Live

- A historic day at EPA.
- Thank you so much for watching and happy Pride!

VI. Instagram Live concludes

From: Flom, Hannah
Sent: Wednesday, June 1, 2022 10:15 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Subject: Pride IG Live ROS

Let me know thoughts/edits. Will print a few copies.

Ex. 5 - Deliberative Process (DP)

Ex. 5 - Deliberative Process (DP)

—
Hannah Flom
Senior Advisor for Digital Strategy
Environmental Protection Agency
Flom.Hannah@epa.gov
202-527-3988 (mobile)
[Facebook](#) | [Twitter](#) | [Instagram](#) | [Web](#)

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 5/31/2022 6:29:04 PM
To: O'Brien, Grant [OBrien.Grant@epa.gov]
Subject: Pride event memo
Attachments: 2022-06-01 Pride Flag Raising Event Memo.docx

Lindsay Hamilton
Associate Administrator, Public Affairs
Environmental Protection Agency
Hamilton.Lindsay@epa.gov
202-510-3515 (mobile)
[Newsroom](#) | she/her



Event Memo - XXX
Printed on MM/DD/YYYY

Filed: MM/DD/YYYY X:XX AM/PM (FOR SCHEDULING) (if updated note in italics and in green font).

EVENT MEMO

June 1, 2022

MEMORANDUM FOR THE ADMINISTRATOR

FROM: Office of Public Affairs - Lindsay Hamilton, Nancy Grantham, Hannah Flom, Desiree Bascomb

SUBJECT: Raising of the LGBTQ+/Gay Pride Flag at EPA HQ

EVENT DATE: Wednesday, June 1, 2022

TIME: 12:00 Noon ET – 12:30PM ET

LOCATION: EPA HQ Green Room, 12th Street Green Space outside of EPA HQ, streamed on Instagram Live

ATTIRE: Business

WEATHER: TBD

STAFFING: Lindsay Hamilton, 202-510-3515

I. STATEMENT OF PURPOSE

This is an EPA employee event to celebrate the first-ever raising of the LGBTQ+ flag in honor of June Pride Month.

II. KEY POINTS

- This is the first time in EPA's 50-year history that we proudly raise a pride flag.
- The flag we will fly reflects the diversity of the LGBTQ+ community and builds on the original rainbow design to include the transgender community and LGBTQ+ communities of color.

[PAGE] of [NUMPAGES]

- We are joining agencies across the Federal family who will be flying the flag, including the Department of Interior. Secretary Haaland raised the Pride flag last year and inspired EPA to take action to raise the flag this year.
- Too many LGBTQ+ Americans across our nation continue to face discrimination and hate. **I'm proud to be part of an Administration that is deeply committed to confronting longstanding inequities and upholding our nation's promise of equality, liberty, and justice for all. No one should face discrimination or harassment because of who they are or whom they love.**
- This is the first of many LGBTQ+ Pride events that will happen in June; the theme of this year's commemoration is **"Being an Ally to LGBTQ+ Employees and Family Members."**

III. BACKGROUND

There will be a Presidential Proclamation affirming 2022 Lesbian, Gay, Bisexual, Transgender and Queer Pride Month.

The 1969 Stonewall uprising is widely recognized as a catalyst for the gay rights movement – a movement that has evolved over more than 50 years.

The Biden-Harris Administration has made historic progress towards LGBTQ+ equality since President Biden took office, including:

- Signing One of the Most Comprehensive Executive Orders in History on LGBTQ+ Rights on His First Day in Office.
- Launching a Whole-Of-Government Initiative to Advance Equity and Justice for Underserved Communities, Including LGBTQ+ Communities.
- Enabling All Qualified Americans to Serve Their Country in Uniform.
- Advancing an Equitable Recovery from COVID-19 for LGBTQ+ Americans across the Country.

- Signing and Leading Implementation of a Presidential Memorandum on Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World.
- Establishing the White House Gender Policy Council to Advance Gender Equity and Equality.
Ensuring Educational Environments are Free from Sex Discrimination and Protecting LGBTQ+ Students from Sexual Harassment.
- Signing a National Security Memorandum Supporting Federal Employees Serving Overseas, including LGBTQ+ Employees.
- Ensuring Transgender Americans Can Access Emergency Shelter That Dignifies and Respects Their Identity.
- Creating a Historically Diverse Cabinet and Administration.
- Issuing the First White House Proclamation for Transgender Day of Visibility.
- Ensuring Pride Flags Fly on U.S. Embassies Around the World.

IV. PARTICIPANTS

Sheri Comerford

Chair, LGBTQ+ Special Emphasis Program Advisory Council

Environmental Protection Specialist in the OW Source Water Protection Program

Ex. 6 Personal Privacy (PP)

Andrew Reighart

Co-Chair, Equality EPA

Policy Analyst, OAR Clean Air Markets Division, Office of Atmospheric Programs

Logistical Support:

Kevin Myers, Chief, HQ Operations Branch

Josue Valentin, Building Manager, WJC-N

V. PRESS & DIGITAL PLAN

The event will be streamed live on Instagram. Hannah will be streaming from the crowd watching the flag go up. You will raise the flag (instagram livestreamed) then move out front to give brief informal remarks to the assembled crowd (instagram livestreamed). If you would like, you can conclude the instagram livestream with brief remarks to camera – facilitated by Hannah. We will have additional photo and video coverage for social media posts. E&E News plans to send a photographer and possibly a reporter.

VI. SEQUENCE OF EVENTS

Overview: The Administrator will be joined by 3 EPA employees to raise the flag next to the US and EPA flags outside the Green Room and flying outside the WJCN building on the 12th Street side.

EPA employees will gather on the 12th Street green space outside of WJC-N to view the flag raising and the Administrator will informally greet them after the flag is posted. There will be a mic and audio available for informal remarks to the assembled crowd.

The full event will be live on instagram and then posted to YouTube.

- **YOU** arrive and will be greeted by EPA LGBTQ+ leaders Sherri Comerford, Andrew Reighart and Ex. 6 Personal Privacy (PP)
- **YOU** take photos with the leaders and then proceed to raise the flag
- Assisted by OMS Facilities staff, **YOU** will officially raise the flag
- **YOU** will depart the Green Room and greet EPA employees on the 12th Street green space outside of WJC-N
- **YOU** give brief informal remarks about this historic event and hand off the

[PAGE] of [NUMPAGES]

Event Memo - XXX

Printed on MM/DD/YYYY

mic to Sherri Comerford

- Sherri Comerford, Ex. 6 Personal Privacy (PP) and Andrew Reighart deliver very brief remarks
- Option to mingle/take photos with EPA staff
- Event concludes, **YOU** depart

VII. HOST INFO

This is an EPA event coordinated by the Office of Public Affairs and the Office of Mission Support in coordination with the LGBTQ+ Special Emphasis and Equality EPA Programs.

VIII. ATTACHMENTS

- Remarks
- Image of LGBTQ+/Gay Pride Flag

IX. AUDIENCE AND NOTABLE ATTENDEES

The audience is EPA employees – both in person and via live stream on Instagram Live for our regional colleagues and staff not attending in person.

A fully closed-captioned version of the event will be available on our YouTube channel following the event.

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 6/14/2022 5:37:48 PM
To: Taylor, Katherine [Taylor.Katherine.A@epa.gov]; Michalos, Maria [Michalos.Maria@epa.gov]
CC: OWC SocMed Team [OWC_SocMed_Team@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]
Subject: RE: Pride Month Posts for Approval

Good!

From: Taylor, Katherine <Taylor.Katherine.A@epa.gov>
Sent: Tuesday, June 14, 2022 1:18 PM
To: Michalos, Maria <Michalos.Maria@epa.gov>; Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: OWC SocMed Team <OWC_SocMed_Team@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Subject: Re: Pride Month Posts for Approval

Thanks!

Apologies, there's a longer version for the FB/Instagram story for Nigel.

My copy/paste skills are lacking today lol.

This #PrideMonth, we celebrate Nigel Simon who directs the management of information technology, specialized task forces, & policy development for the land and emergency management wing of EPA. He participates in various groups to promote diversity & inclusion in government, including those focusing on Hispanics, Blacks, and LGBTQ+ community members. He also responded to the Deepwater Horizon Oil Spill Cleanup where he worked closely with the U.S. Coast Guard to provide oversight of operational plans, beach operations and water operations of British Petroleum contractors performing beach coast cleanup and recovery.

Katherine Taylor

Digital Media Strategist, Office of Web Communications

Office of Public Affairs

U.S. Environmental Protection Agency

1200 Pennsylvania Avenue, N.W.

Washington, D.C. 20460

Mobile: 202-839-7059

[Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [LinkedIn](#) | [Articles](#)

From: Michalos, Maria <Michalos.Maria@epa.gov>
Sent: Tuesday, June 14, 2022 1:15 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Taylor, Katherine <Taylor.Katherine.A@epa.gov>; OWC SocMed Team <OWC_SocMed_Team@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Subject: Re: Pride Month Posts for Approval

Same. This is great.

On Jun 14, 2022, at 12:58 PM, Hamilton, Lindsay <Hamilton.Lindsay@epa.gov> wrote:

Love these posts and these folks! Thanks.

From: Taylor, Katherine <Taylor.Katherine.A@epa.gov>
Sent: Tuesday, June 14, 2022 12:56 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Cc: OWC SocMed Team <OWC_SocMed_Team@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>
Subject: Pride Month Posts for Approval

Hello,

Hope you're having a great week!

We have two pride profiles for social media that are ready for review.

Tweet: This #PrideMonth, we celebrate Nigel Simon who directs the management of information technology, specialized task forces, & policy development for the land and emergency management wing of EPA. He also participates in various groups to promote diversity & inclusion in government.

Ex. 5 Deliberative Process (DP)



Ex. 5 Deliberative Process (DP)

FB Post/Instagram Story:

Happy #PrideMonth! Proud employees like Christina make EPA an awesome place to work. An advocate for Queer Women of Color, Christina is the Communications Lead for the Office of Environmental Justice. "EPA is a great place to pursue your passion, whether it is environmental or public service in general."

"EPA is a great place to pursue your passion, whether it is environmental or public service in general. It is filled with motivated individuals trying to make a difference. I always say apply for any role that you find interesting, you never know what may happen!"

At EPA, we want the most authentic version of YOU!

Join Christina; Join the mission: <https://www.epa.gov/careers>



Katherine Taylor

Digital Media Strategist, Office of Web Communications

Office of Public Affairs

U.S. Environmental Protection Agency

1200 Pennsylvania Avenue, N.W.

Washington, D.C. 20460

Mobile: 202-839-7059

[Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [LinkedIn](#) | [Articles](#)

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADB134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 6/24/2022 4:44:04 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]
CC: Michalos, Maria [Michalos.Maria@epa.gov]
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx
Attachments: Pride 2022 Mass Mailer draft LH.docx

That'd help huh.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, June 24, 2022 12:43 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx

Thanks .. can you send the attachment? Thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, June 24, 2022 12:42 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx

Here you go Nancy – let me know if this is OK, I think there are two comments to clean-up and then I can still get it in today.

Aiming to submit stuff by 2PM.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, June 24, 2022 9:58 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx

Thanks

Nancy Grantham

Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Friday, June 24, 2022 9:51 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: Pride 2022 Mass Mailer draft vs 2 (002).docx

Maria is out, I will edit.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Friday, June 24, 2022 9:49 AM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>
Subject: Pride 2022 Mass Mailer draft vs 2 (002).docx

Hi – can we get this into the weekend book so we can get this out on Monday?

If you give me edits, I will get this into the proper format.

thanks ng

Subject: EPA's 20th Annual Pride Month Program



Dear Colleagues,

Ex. 5 Deliberative Process (DP)

Ex. 5 Deliberative Process (DP)

Michael S. Regan
Administrator

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 6/24/2022 6:15:11 PM
To: Morgan, Ashley [Morgan.Ashley.M@epa.gov]
CC: Michalos, Maria [Michalos.Maria@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov] [Grantham.Nancy@epa.gov]
Subject: OPA Items for the Book (6/24)
Attachments: Pride 2022 Mass Mailer draft LH.docx; regionalclips624222.docx; 2022-6-27 Draft Administrator Social.docx

1. Draft Pride Month Mass Mailer
2. Social for Monday
3. Regional Clips

Lindsay Hamilton
Associate Administrator, Public Affairs
Environmental Protection Agency
Hamilton.Lindsay@epa.gov
202-510-3515 (mobile)
[Newsroom](#) | she/her

DRAFT MASS MAILER

For Distribution on June 27, 2022

Contact: Lindsay Hamilton, OPA

To: All EPA Employees
From: Administrator Regan
Subject: EPA's 20th Annual Pride Month Observance

Dear Colleagues,

Ex. 5 Deliberative Process (DP)

Ex. 5 Deliberative Process (DP)

Michael S. Regan
Administrator

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 6/27/2022 7:20:14 PM
To: Grantham, Nancy (Grantham.Nancy@epa.gov) [Grantham.Nancy@epa.gov]
Subject: Mass Mailer to Prep
Attachments: Pride 2022 Mass Mailer draft LH.docx

DRAFT MASS MAILER

For Distribution on June 27, 2022

Contact: Lindsay Hamilton, OPA

To: All EPA Employees
From: Administrator Regan
Subject: EPA's 20th Annual Pride Month Observance

Dear Colleagues,

Ex. 5 Deliberative Process (DP)

Ex. 5 Deliberative Process (DP)

Michael S. Regan
Administrator

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 6/27/2022 7:20:26 PM
To: Lance, Kathleen [Lance.Kathleen@epa.gov]; Morgan, Ashley [Morgan.Ashley.M@epa.gov]
CC: Michalos, Maria [Michalos.Maria@epa.gov]; Flom, Hannah [Flom.Hannah@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]
Subject: RE: OPA Items for the Book (6/24)

Thanks!

From: Lance, Kathleen <Lance.Kathleen@epa.gov>
Sent: Monday, June 27, 2022 3:17 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Morgan, Ashley <Morgan.Ashley.M@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: RE: OPA Items for the Book (6/24)

Social approved no edits. Mass Mailer approved no edits.

Kathleen C. Lance
Director of Scheduling and Advance
U.S. Environmental Protection Agency
Cell: (202) 941-1109

From: Lance, Kathleen
Sent: Monday, June 27, 2022 3:17 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Morgan, Ashley <Morgan.Ashley.M@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: RE: OPA Items for the Book (6/24)

He is good with social and reviewing the mass mailer now. Standby.

Kathleen C. Lance
Director of Scheduling and Advance
U.S. Environmental Protection Agency
Cell: (202) 941-1109

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Monday, June 27, 2022 3:16 PM
To: Lance, Kathleen <Lance.Kathleen@epa.gov>; Morgan, Ashley <Morgan.Ashley.M@epa.gov>
Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: RE: OPA Items for the Book (6/24)

Kathleen, any update?

If not, we will ask Janet if she can send.

From: Lance, Kathleen <Lance.Kathleen@epa.gov>

Sent: Monday, June 27, 2022 2:30 PM

To: Morgan, Ashley <Morgan.Ashley.M@epa.gov>

Cc: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Subject: Re: OPA Items for the Book (6/24)

Will try by 3. Thanks!

Sent from my iPhone

On Jun 27, 2022, at 2:22 PM, Morgan, Ashley <Morgan.Ashley.M@epa.gov> wrote:

+Kathleen, who can update us on an eta for approval.

Ashley M. Morgan

Deputy Director of Scheduling and Advance

U.S. Environmental Protection Agency

Cell: (202) 909-9983

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>

Sent: Monday, June 27, 2022 2:13 PM

To: Morgan, Ashley <Morgan.Ashley.M@epa.gov>

Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Subject: RE: OPA Items for the Book (6/24)

And if we can't get the Pride mailer approved by 3PM, we'd like to switch it to Janet so it can get out today. Please just let us know.

Thanks!

Lindsay

From: Hamilton, Lindsay

Sent: Monday, June 27, 2022 1:45 PM

To: Morgan, Ashley <Morgan.Ashley.M@epa.gov>

Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Subject: RE: OPA Items for the Book (6/24)

Any update on our book items?

There is a mass mailer in there that we'd like to get out.

From: Hamilton, Lindsay

Sent: Friday, June 24, 2022 2:38 PM

To: Morgan, Ashley <Morgan.Ashley.M@epa.gov>

Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham,

Nancy <Grantham.Nancy@epa.gov>

Subject: RE: OPA Items for the Book (6/24)

Thank you for the extra time, needed it today and I appreciate it.

From: Morgan, Ashley <Morgan.Ashley.M@epa.gov>

Sent: Friday, June 24, 2022 2:37 PM

To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>

Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Subject: RE: OPA Items for the Book (6/24)

Received, thank you!

Ashley M. Morgan

Deputy Director of Scheduling and Advance

U.S. Environmental Protection Agency

Cell: (202) 909-9983

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>

Sent: Friday, June 24, 2022 2:15 PM

To: Morgan, Ashley <Morgan.Ashley.M@epa.gov>

Cc: Michalos, Maria <Michalos.Maria@epa.gov>; Flom, Hannah <Flom.Hannah@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Subject: OPA Items for the Book (6/24)

1. Draft Pride Month Mass Mailer
2. Social for Monday
3. Regional Clips

Lindsay Hamilton

Associate Administrator, Public Affairs

Environmental Protection Agency

Hamilton.Lindsay@epa.gov

202-510-3515 (mobile)

[Newsroom](#) | she/her

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 6/27/2022 8:48:43 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]; Drinkard, Andrea [Drinkard.Andrea@epa.gov]
CC: Carter-Jenkins, Shakeba [Carter-Jenkins.Shakeba@epa.gov]; Michalos, Maria [Michalos.Maria@epa.gov]
Subject: RE: final Pride Month Mass Mailer

Thanks! Sorry, I should have caught all of those in the first round.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Monday, June 27, 2022 4:48 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Cc: Carter-Jenkins, Shakeba <Carter-Jenkins.Shakeba@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: final Pride Month Mass Mailer

Will do

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Sent: Monday, June 27, 2022 4:43 PM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Drinkard, Andrea <Drinkard.Andrea@epa.gov>
Cc: Carter-Jenkins, Shakeba <Carter-Jenkins.Shakeba@epa.gov>; Michalos, Maria <Michalos.Maria@epa.gov>
Subject: RE: final Pride Month Mass Mailer

Many edits on this one -

I think we should move this sentence to the start of the second paragraph, it might make more sense there:

Ex. 5 Deliberative Process (DP)

Can we add a comma here:

Ex. 5 Deliberative Process (DP)

This needs to be a period and not a comma:

Ex. 5 Deliberative Process (DP)

Ex. 5 Deliberative Process (DP)

And then line breaks are missing at the end from Accessibility Information onward.

Can we get it fixed up and get a new version?

From: Grantham, Nancy <Grantham.Nancy@epa.gov>

Sent: Monday, June 27, 2022 4:32 PM

To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>; Drinkard, Andrea <Drinkard.Andrea@epa.gov>

Cc: Carter-Jenkins, Shakeba <Carter-Jenkins.Shakeba@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>

Subject: final Pride Month Mass Mailer

Please see attached and me know if good to go.

Shakeba – can you do union notification thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

Message

From: Hamilton, Lindsay [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BC6BC5ADBF134E70AC4E553B3B04DF36-HAMILTON, L]
Sent: 5/17/2022 7:37:29 PM
To: Grantham, Nancy [Grantham.Nancy@epa.gov]
Subject: RE: anything for the Administrator's weekly report?

Sure.

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Tuesday, May 17, 2022 3:33 PM
To: Hamilton, Lindsay <Hamilton.Lindsay@epa.gov>
Subject: anything for the Administrator's weekly report?

We could say we are working on Pride Month and Juneteenth with OMS, etc.

Thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

Message

From: Tyler, Tom [Tyler.Tom@epa.gov]
Sent: 6/1/2022 4:37:34 PM
To: Blackburn, Elizabeth [Blackburn.Elizabeth@epa.gov]; Hilosky, Nick [Hilosky.Nick@epa.gov]; Shiffman, Cari [Shiffman.Cari@epa.gov]; Kelty, Diane [Kelty.Diane@epa.gov]; Braxton, Marilyn [Braxton.Marilyn@epa.gov]; Aguirre, Janita [Aguirre.Janita@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Grantham, Nancy [Grantham.Nancy@epa.gov]; Richardson, RobinH [Richardson.RobinH@epa.gov]; Hackel, Angela [Hackel.Angela@epa.gov]; Gibson, Neshawne [Gibson.Neshawne@epa.gov]; Morgan, Ruthw [morgan.ruthw@epa.gov]; Bell, Matthew [Bell.Matthew@epa.gov]; Conrad, Daniel [conrad.daniel@epa.gov]; Goerke, Ariadne [Goerke.Ariadne@epa.gov]; Tiago, Joseph [Tiago.Joseph@epa.gov]; Branning, Hannah [Branning.Hannah@epa.gov]; Torma, Tim [Torma.Tim@epa.gov]; Kargbo, Marcia [Kargbo.Marcia@epa.gov]; Altieri, Sonia [Altieri.Sonia@epa.gov]; Anderson, Monique [anderson.monique@epa.gov]; Brooks, Becky [Brooks.Becky@epa.gov]; Sabater, Juan [Sabater.Juan@epa.gov]; Kim, Eunjung [Kim.Eun@epa.gov]; Lewis, Josh [Lewis.Josh@epa.gov]; Blythers, Dorien [Blythers.Dorien@epa.gov]; Katims, Casey [Katims.Casey@epa.gov]; Odusote, Gloria [odusote.gloria@epa.gov]; Monger, Jon [Monger.Jon@epa.gov]; Hooper, Daniel [hooper.daniel@epa.gov]; Giddings, Daniel [giddings.daniel@epa.gov]; Dieu, Martin [Dieu.Martin@epa.gov]; Campbell, Ann [Campbell.Ann@epa.gov]; Risley, David [Risley.David@epa.gov]; Malloy, Ruth [malloy.ruth@epa.gov]; Atkinson, Emily [Atkinson.Emily@epa.gov]; Lamson, Amy [Lamson.Amy@epa.gov]; Zinsmeister, Emma [Zinsmeister.Emma@epa.gov]; Cole, Danielle [Cole.Danielle@epa.gov]; Besch, Brianna [besch.brianna@epa.gov]; Kaldani, Jason [Kaldani.Jason@epa.gov]; Drinkard, Andrea [Drinkard.Andrea@epa.gov]; Hartzell, Sharon [hartzell.sharon@epa.gov]; 8:teamsvisitor:d0f7ee3029f945bebd3bbef4b245de95; Tejada, Matthew [Tejada.Matthew@epa.gov]
Attachments: 0-gcctx-d1-d47bac75c9adec9342fde51ca29a8183

EPA Kicks Off Pride Month 2022 with Pride 060122.jpg





Appointment

From: Richardson, RobinH [Richardson.RobinH@epa.gov]
Sent: 6/1/2022 6:50:08 PM
Subject: RTP Hosts Juneteenth Celebration as part of Pride Month Celebrations
Location: Microsoft Teams
Start: 6/16/2021 4:00:00 PM
End: 6/16/2021 5:00:00 PM
Show Time As: Tentative

Recurrence: (none)

Appointment

From: Richardson, RobinH [Richardson.RobinH@epa.gov]

Sent: 6/28/2022 5:45:04 PM

Subject: 20th Annual Pride Month Observance

Location: MS Teams

Start: 6/30/2022 4:00:00 PM

End: 6/30/2022 5:30:00 PM

Show Time As: Tentative

Recurrence: (none)

Message

From: Grantham, Nancy [Grantham.Nancy@epa.gov]
Sent: 5/31/2022 8:23:46 PM
To: Tyler, Tom [Tyler.Tom@epa.gov]; HQ-COS [HQ-COS@epa.gov]
Subject: RE: Raising the Pride Flag at EPA

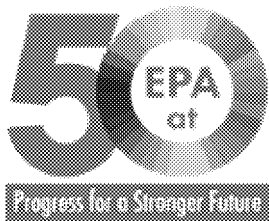
Start at 12:30 pm so folks that are in the building can go down and see the flag being raised? Thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Tyler, Tom <Tyler.Tom@epa.gov>
Sent: Tuesday, May 31, 2022 4:12 PM
To: HQ-COS <HQ-COS@epa.gov>
Subject: FW: Raising the Pride Flag at EPA

Should we start late/reschedule for tomorrow? I know many of us would like to support this.

Tom Tyler Chief of Staff
Office of Chemical Safety and Pollution Prevention
United States Environmental Protection Agency
1200 Pennsylvania Avenue NW (MC 7101M), Washington, DC 20460
he/him/his w202.566.0808 c202.770.6608 tyler.tom@epa.gov OCSPP/IO 3148E East



From: Message from the Administrator <messagefromtheadministrator@epa.gov>
Sent: Tuesday, May 31, 2022 2:17 PM
To: Message from the Administrator <messagefromtheadministrator@epa.gov>
Subject: Raising the Pride Flag at EPA



Colleagues,

I am pleased to invite you to join us on Wednesday, June 1st at 12 noon ET for the first-ever raising of the LGBTQ+ flag in honor of Pride Month.

I am excited to be part of this historic event. For the first time in EPA's 50-year history, we proudly raise this flag alongside the U.S. and EPA flags outside of our headquarters.

The 1969 Stonewall uprising is widely recognized as a catalyst for the gay rights movement – a movement that has evolved over the last 50 years. The flag we will fly reflects the diversity of the LGBTQ+ community and builds on the original rainbow design to include the transgender community and LGBTQ+ communities of color.

Too many LGBTQ+ Americans across our nation continue to face discrimination and hate. I'm proud to be part of an Administration that is deeply committed to confronting longstanding inequities and upholding our nation's promise of equality, liberty, and justice for all. No one should face discrimination or harassment because of who they are or whom they love.

For EPA HQ staff who will be working in the building on June 1st, you are invited to gather on the 12th Street green space outside WJC-N. For others, including our regional colleagues, we will be live streaming the event on Instagram, which you can watch at [@EPAMichaelRegan](#). We will have a fully closed captioned version available for viewing on our [YouTube channel](#) following the event.

We look forward to seeing you on June 1st.

Michael S. Regan
Administrator

Appointment

From: Schreyer, Andrew (he/him) [Schreyer.Andrew@epa.gov]

Sent: 6/10/2022 1:08:25 PM

Subject: LGBT Executives Support Network - Kickoff Meeting

Location: Microsoft Teams Meeting

Start: 3/30/2022 8:00:00 PM

End: 3/30/2022 9:00:00 PM

Show Time As: Busy

Recurrence: (none)

Appointment

From: Schreyer, Andrew (he/him) [Schreyer.Andrew@epa.gov]

Sent: 6/10/2022 1:09:38 PM

Subject: Equality EPA Pride Month Trivia

Location: Red Bear Brewing Co.

Start: 6/30/2021 10:30:00 PM

End: 7/1/2021 1:00:00 AM

Show Time As: Busy

Recurrence: (none)

Appointment

From: Schreyer, Andrew (he/him) [Schreyer.Andrew@epa.gov]
Sent: 6/10/2022 1:09:37 PM
Subject: Pride Month National Observance Event
Location: Microsoft Teams Live or Zoom (for reasonable accommodations)
Start: 6/17/2021 5:00:00 PM
End: 6/17/2021 6:30:00 PM
Show Time As: Busy

Recurrence: (none)

Appointment

From: Schreyer, Andrew (he/him) [Schreyer.Andrew@epa.gov]
Sent: 6/29/2022 4:56:50 PM
Subject: Starting Now! FW: SAVE THE DATE: Region 4 LGBTQ+ Pride Month event #2
Location: Microsoft Teams Meeting
Start: 6/29/2022 5:00:00 PM
End: 6/29/2022 5:30:00 PM
Show Time As: Tentative

Recurrence: (none)

Appointment

From: Schreyer, Andrew (he/him) [Schreyer.Andrew@epa.gov]

Sent: 6/30/2022 11:27:18 AM

Subject: 20th Annual Pride Month Observance

Location: MS Teams

Start: 6/30/2022 4:00:00 PM

End: 6/30/2022 5:30:00 PM

Show Time As: Busy

Recurrence: (none)

Appointment

From: Schreyer, Andrew (he/him) [Schreyer.Andrew@epa.gov]

Sent: 6/30/2022 11:43:42 AM

Subject: EPA's 20th Annual Pride Month Observance

Location: MS Teams

Start: 6/30/2022 4:00:00 PM

End: 6/30/2022 5:30:00 PM

Show Time As: Busy

Recurrence: (none)

Appointment

From: Schreyer, Andrew (he/him) [Schreyer.Andrew@epa.gov]
Sent: 6/15/2022 2:10:59 PM
Subject: OECA Pride Month Panel: Legal Challenges to State Actions Affecting the Rights of LGBTQ+ Persons
Location: Microsoft Teams Meeting
Start: 6/15/2022 5:00:00 PM
End: 6/15/2022 6:00:00 PM
Show Time As: Busy

Recurrence: (none)

Appointment

From: OMS-SEPMS [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=58B1926F2FB34000941A1B8F3A8140B0-OMS-SEPMS]
Sent: 6/16/2022 6:18:37 PM
To: OMS-SEPMS [OMS-SEPMS@epa.gov]; OMS-All; Houser, Tiffany
Subject: OMS' LGBTQ+YOU Event/Tenay Barker
Attachments: Pride Month SEPM Flyer.pdf
Location: Microsoft Teams Meeting

Start: 6/21/2022 5:00:00 PM
End: 6/21/2022 6:00:00 PM
Show Time As: Busy

Required Attendees: OMS-All; Houser, Tiffany

LGBTQ+ You with Tenay Barker **06/21/22 at 1:00 PM EST**

Please join the OMS Special Emphasis Program Managers (SEPMs) for a conversation with Tenay Barker (They/Them) entitled "LGBTQ+You: Celebrate the Freedom of our Community". During this event, you will learn more on the topics of Gender Identity Expression; the spectrum we all fall under; how to approach pronouns; allyship; and what it truly means to be an ally for the LGBTQ+ community as it continues to become more inclusive and diverse. Check out the attached flyer for more information.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Join with a video conferencing device

Ex. 6 Personal Privacy (PP)

Video Conference ID: **Ex. 6 Personal Privacy (PP)**

[Alternate VTC instructions](#)

Or call in (audio only)

Ex. 6 Personal Privacy (PP) United States, Washington DC

Phone Conference ID: **Ex. 6 Personal Privacy (PP)**

[Find a local number](#) | [Reset PIN](#)

For all EPA meetings, there is no expectation of privacy regarding any communications. Participation in a recorded meeting will be deemed as consent to be recorded. Information on EPA systems is the property of the Agency and may become official records.

[Learn More](#) | [Meeting options](#)

**OMS SEPMs
Present**

LGBTQ+ YOU

**Celebrate the
Freedom of
our
Community**

**June 21st
at 2PM EST**

**MS Teams
Conference #:**

Ex. 6 Personal Privacy (PP)

**MS Teams
Phone #:**

Ex. 6 Personal Privacy (PP)

Join us for a workshop on Gender Identity expression, the spectrum we fall under, pronouns, allyship and what it truly means to be an ally for the LGBTQ+ community as it continues to become more inclusive and diverse in the workplace.

**Special
Guest:**



Tenay Barker
(They/Them)
**Site Reliability
Engineer for
Microsoft HQ**

Message

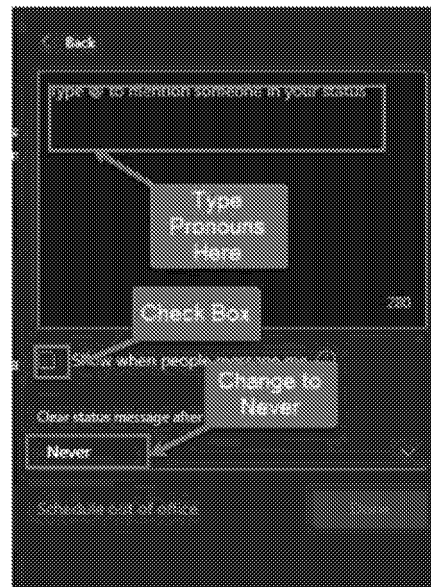
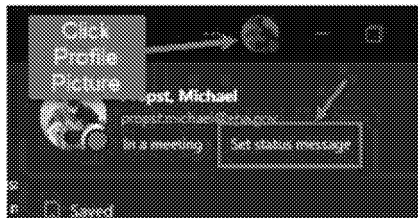
From: OMS-SEPMS [OMS-SEPMS@epa.gov]
Sent: 6/1/2022 3:31:46 PM
Subject: Gender Pronouns and Allyship

Good morning OMS,

Today marks the first day of EPA's 20th Annual Pride Month Observance, celebrating the LGBTQ+ community. This year's theme focuses on being an ally to LGBTQ+ colleagues. One act of allyship is to create a culture where we normalize sharing our gender pronouns and respecting each other's gender pronouns. The EPA's Diversity, Equity, Inclusion, and Accessibility website has some information [here](#) on pronouns and how creating a culture of sharing pronouns helps EPA create a more inclusive community.

If you are interested, and feel comfortable doing so, here are some ways you can share your pronouns alongside your EPA digital identity. The first is to add your pronouns to your signature block, so that everyone you communicate with via email is aware of how to respectfully address you. Secondly, there are a few options to share your pronouns next to your profile picture in Teams:

- **EISD Request:** You can submit a ticket to the [Enterprise IT Service Desk](#) requesting that your gender pronouns be added to your display name. Once the request is completed, please allow the Agency system several days to synchronize.
- **Microsoft Teams Status Message:** You can include your pronouns in your Teams status message. See screenshots below for instructions.



Thank you and Happy Pride!
OMS-SEPMS

Message

From: Schreyer, Andrew [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=6DEA53F037AD4EBEA509EF97E7624DC1-SCHREYER, A]
Sent: 5/10/2022 5:01:28 PM
To: Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Monger, Jon [Monger.Jon@epa.gov]
Subject: RE: Flag question

Jon, I'll check with Yvette to see if we have anything on hand and that there are no issues from our end.

From: Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Sent: Tuesday, May 10, 2022 12:45 PM
To: Monger, Jon <Monger.Jon@epa.gov>
Cc: Schreyer, Andrew <Schreyer.Andrew@epa.gov>
Subject: RE: Flag question

Jon:

Thanks for reaching out. I think you need to check with OGC (Elise Packard) to make sure there are no legal issues and OMS/GSA (Yvette Jackson) to make sure there are no programmatic issues.

Wes

From: Monger, Jon <Monger.Jon@epa.gov>
Sent: Tuesday, May 10, 2022 12:36 PM
To: Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Schreyer, Andrew <Schreyer.Andrew@epa.gov>
Subject: Flag question

Hi Wes and Andrew— not sure if this is in either of your bailiwick but one of the SEPM organizations reached out to me asking if there's an EPA flag of some kind that could be used for an upcoming march in support of LGBT pride. Who would be the right person for me to connect them with to ask, and do we have a process / policy for using EPA flags / materials for events like this? I want to make sure whatever the applicable process may be is followed in this instance.

Thanks, Jon

From: Reighart, Andrew <Reighart.Andrew@epa.gov>
Sent: Tuesday, May 10, 2022 11:38 AM
To: Monger, Jon <Monger.Jon@epa.gov>
Subject: FW: Marching in Capital Pride

Hi Jon,

Wanted to follow-up on this. Would be awesome to have EPA visually represented somehow as we march.

Thanks,

Andrew

From: Reighart, Andrew
Sent: Tuesday, April 26, 2022 7:24 PM
To: Monger, Jon <Monger.Jon@epa.gov>
Subject: RE: Marching in Capital Pride

Thanks for the quick response! Made me think – would you happen to have access to an EPA flag or banner that you could bring to help draw attention to the EPA marchers? I could see folks being even more interested in marching if they got to be marching behind something like that.

Andrew

From: Monger, Jon <Monger.Jon@epa.gov>
Sent: Tuesday, April 26, 2022 7:13 PM
To: Reighart, Andrew <Reighart.Andrew@epa.gov>
Subject: RE: Marching in Capital Pride

Count me in! Thanks for organizing, Andrew!

From: Reighart, Andrew <Reighart.Andrew@epa.gov>
Sent: Tuesday, April 26, 2022 7:11 PM
Subject: Marching in Capital Pride

Sent BCC Equality EPA

Hi, Equality EPA,

With Pride Month just around the corner, Pride in Federal Service has taken the lead on organizing federal employees' participation in Capital Pride's parade, to be held on Saturday, June 11th from 3 to 7:30pm in Washington, DC. If you are interested in marching in the parade, please let me know by COB Friday, May 6th and indicate if anyone else will be joining you. To help defray the \$400 cost for a large group to participate in the parade, we are asking for a \$5 contribution per person, which will be transferred to Pride in Federal Service. You can Venmo Ex. 6 Personal Privacy (PP) or PayPal Ex. 6 Personal Privacy (PP) me. Right now PFS thinks EPA can get 20-25 slots in the parade. I will be keeping track of contributions to hold folks' spots. Please let me know if you have any questions!

With Pride!

Andrew

Message

From: Schreyer, Andrew [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=6DEA53F037AD4EBEA509EF97E7624DC1-SCHREYER, A]
Sent: 5/10/2022 4:59:11 PM
To: Jackson, Yvette [Jackson.Yvette@epa.gov]
Subject: FW: Flag question

Hi Yvette,

Is there an EPA flag or banner that could be used for this event?

From: Monger, Jon <Monger.Jon@epa.gov>
Sent: Tuesday, May 10, 2022 12:36 PM
To: Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Schreyer, Andrew <Schreyer.Andrew@epa.gov>
Subject: Flag question

Hi Wes and Andrew— not sure if this is in either of your bailiwick but one of the SEPM organizations reached out to me asking if there's an EPA flag of some kind that could be used for an upcoming march in support of LGBT pride. Who would be the right person for me to connect them with to ask, and do we have a process / policy for using EPA flags / materials for events like this? I want to make sure whatever the applicable process may be is followed in this instance.

Thanks, Jon

From: Reighart, Andrew <Reighart.Andrew@epa.gov>
Sent: Tuesday, May 10, 2022 11:38 AM
To: Monger, Jon <Monger.Jon@epa.gov>
Subject: FW: Marching in Capital Pride

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Andrew

From: Monger, Jon <Monger.Jon@epa.gov>
Sent: Tuesday, April 26, 2022 7:13 PM
To: Reighart, Andrew <Reighart.Andrew@epa.gov>
Subject: RE: Marching in Capital Pride

Count me in! Thanks for organizing, Andrew!

From: Reighart, Andrew <Reighart.Andrew@epa.gov>
Sent: Tuesday, April 26, 2022 7:11 PM
Subject: Marching in Capital Pride

Sent BCC Equality EPA

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With Pride!

Andrew

Message

From: Breslin, John [breslin.john@epa.gov]
Sent: 6/16/2022 12:05:13 PM
To: Coomber, Robert [coomber.robert@epa.gov]; Schreyer, Andrew (he/him) [Schreyer.Andrew@epa.gov]; Bracewell, Terrell [Bracewell.Terrell.R@epa.gov]; Smith, Kathryn [Smith.Kathryn@epa.gov]

FYI regarding the terminology EPA has used in official statements-- this is from Transgender and Gender Non-Conforming Employment Policy Statement from 2015: "EPA cannot and will not tolerate discrimination based on: race; color; religion; sex, including pregnancy, sex stereotyping, gender identity or gender expression; national origin; sexual orientation; physical or mental disability; age; protected genetic information; status as a parent; marital status; political affiliation; or retaliation based on previous equal employment opportunity activity."

Message

From: Kaldani, Jason [Kaldani.Jason@epa.gov]
Sent: 5/26/2022 2:07:21 PM
To: AO_Special_Assistants [AO_Special_Assistants@epa.gov]
CC: McCabe, Janet [McCabe.Janet@epa.gov]; Monger, Jon [Monger.Jon@epa.gov]; Drinkard, Andrea [Drinkard.Andrea@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Utech, Dan [Utech.Dan@epa.gov]
Subject: FW: Request for information: Agency Inquiry about Pride month flag

FYI – for next Wednesday, June 1. Yay for DEIA!

Jason Kaldani, PMP
Special Assistant for OMS and OCFO
DEIA and Continuous Improvement
Phone: 202-564-5444
Mobile 202-302-0854
Email kaldani.jason@epa.gov
Office of the Administrator, US EPA



From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Thursday, May 26, 2022 10:04 AM
To: Kaldani, Jason <Kaldani.Jason@epa.gov>
Subject: RE: Request for information: Agency Inquiry about Pride month flag

Yes – a mass mailer will go out .. 12 noon on June 1

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Kaldani, Jason <Kaldani.Jason@epa.gov>
Sent: Thursday, May 26, 2022 10:03 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Subject: FW: Request for information: Agency Inquiry about Pride month flag

Hi Nancy,

Will there be a public event for EPA? I noted that the Administrator will be there.... I would love to be there in person.

Jason Kaldani, PMP
Special Assistant for OMS and OCFO
DEIA and Continuous Improvement
Phone 202-564-5444
Mobile 202-302-0854
Email kaldani.jason@epa.gov
Office of the Administrator, US EPA

From: McDonald, James <McDonald.James@epa.gov>
Sent: Thursday, May 26, 2022 9:29 AM
To: Kaldani, Jason <Kaldani.Jason@epa.gov>
Subject: FW: Request for information: Agency Inquiry about Pride month flag

FYSA

From: Perry, Dale <Perry.Dale@epa.gov>
Sent: Thursday, May 26, 2022 8:03 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>; Comerford, Sherri <Comerford.Sherri@epa.gov>
Cc: Allen, Tania <Allen.Tania@epa.gov>; Harris, Adrienne <Harris.Adrienne@epa.gov>; McDonald, James <McDonald.James@epa.gov>
Subject: RE: Request for information: Agency Inquiry about Pride month flag

I am SO THRILLED!!!! Happy Pride!

Dale H. Perry, Ph.D.
Pronouns: she/her ([Learn More](#))
Associate Chief of Staff
Office of Research & Development
Desk: 202-564-7338
Mobile: 202-380-6517

From: Grantham, Nancy <Grantham.Nancy@epa.gov>
Sent: Thursday, May 26, 2022 8:59 AM
To: Comerford, Sherri <Comerford.Sherri@epa.gov>
Cc: Allen, Tania <Allen.Tania@epa.gov>; Harris, Adrienne <Harris.Adrienne@epa.gov>; Perry, Dale <Perry.Dale@epa.gov>; McDonald, James <McDonald.James@epa.gov>
Subject: RE: Request for information: Agency Inquiry about Pride month flag

We will be raising the gay pride flag here on June 1st – with the Administrator – plan is to broadcast on Instagram Live

Thanks ng

Nancy Grantham
Principal Deputy Associate Administrator
Environmental Protection Agency
Office of Public Affairs
202-564-6879 (desk)
202-253-7056 (cell)
grantham.nancy@epa.gov

From: Comerford, Sherri <Comerford.Sherri@epa.gov>
Sent: Thursday, May 26, 2022 8:55 AM
To: Grantham, Nancy <Grantham.Nancy@epa.gov>
Cc: Allen, Tania <Allen.Tania@epa.gov>; Harris, Adrienne <Harris.Adrienne@epa.gov>
Subject: FW: Request for information: Agency Inquiry about Pride month flag

Hi Nancy,
OPM/DEIA is asking about Agencies flying the Pride flag so I'm forwarding this to you!

Sherri

Sherri Comerford (she/her)
Environmental Protection Specialist
Source Water Protection Program | Office of Ground Water & Drinking Water
Office of Water LGBTQ+ Special Emphasis Program Manager
U.S. Environmental Protection Agency
comerford.sherri@epa.gov | 202-564-4639 | Washington, DC 20460

From: Harris, Adrienne <Harris.Adrienne@epa.gov>
Sent: Thursday, May 26, 2022 8:50 AM
To: Comerford, Sherri <Comerford.Sherri@epa.gov>
Subject: FW: Request for information: Agency Inquiry about Pride month flag

Hi Sherri,

DOESD may be replying to this email but it might be worth a response from you or DOESD.

Adrienne Harris
Civil Rights, Diversity and Inclusion Advisor
Management & Operations Staff / Office of the Assistant Administrator
Office of Water / U.S. EPA
202.250.8793
Pronouns: she/her/hers

From: Kiona Owens <kiowens@usaid.gov>
Sent: Thursday, May 26, 2022 8:47 AM
To: Williams, Teri R <Teresa.Williams2@opm.gov>
Cc: Harris, Adrienne <Harris.Adrienne@epa.gov>; Aimee Mui <muia@sec.gov>; Alisa Petrakis <alisa.petrakis@hq.dhs.gov>; **Ex. 6 - Personal Privacy (PP)**
Ex. 6 - Personal Privacy (PP) Angineh Torosiyani-Hayter <atorosiy@nsf.gov>; Bonita.White@hhs.gov; Charlie Carrasco <charlie.carrasco@hq.doe.gov>; Charmaine McDaniel <Charmaine.McDaniel@treasury.gov>; Christine Tomkus <christine.tomkus@usda.gov>; Craig Borne <Craig.Borne@cms.hhs.gov>; Derrick Wilson <dwilson@cftc.gov>; Erin Canale <erin.m.canale@nasa.gov>; Fahmida Chhipa <fahmida.chhipa@usda.gov>; Gladymar Rivera-Virella <gvirella@ncua.gov>; Glorimar Maldonado <glorimar.maldonado@uspto.gov>; Gwendolyn Jones <gwen.jones@fhfa.gov>; Hershey, Sean M <Sean.Hershey@opm.gov>; Ileana Turner <ileana.turner@fda.hhs.gov>; Ingrid Smith <ingrid.smith@eeoc.gov>; **Ex. 6 - Personal Privacy (PP)** Jeneise Campbell <campbell.jeneise.l@dol.gov>; Jessica Conner <jessica.conner@nasa.gov>; Judette Crosbie <judette.crosbie@sba.gov>; **Ex. 6 - Personal Privacy (PP)** Kathleen McSheffrey <kathleen_mcsheffrey@ios.doi.gov>; **Ex. 6 - Personal Privacy (PP)** Klemetti, Amber R. <Amber.Klemetti@opm.gov>; Kyle Wilson Jr <wilson.kyle.m@dol.gov>; Lark Weller <lark_weller@nps.gov>; Lechelle M. Simmons <lsimmons@cdc.gov>; **Ex. 6 - Personal Privacy (PP)**
Margaret Benavente <mabenavente@usaid.gov>; Boyd, Michelle A. <Boyd.Michelle@epa.gov>; Naimah Bhuruku <naimah.bhuruku@nasa.gov>; Sabrina Caraway <scaraway@nsf.gov>; Shabnam Bozzelli <shabnam.bozzelli@ferc.gov>; Shawna Hudson <cashawna.hudson@nara.gov>; Stacy Carter <scarter@doc.gov>; Victoria Tucker <vtucker@doc.gov>;

Y. Teresa Brown <tsb3@cdc.gov>; Yolanda Johnson <yolanda.johnson@cms.hhs.gov>

Subject: Re: Request for information: Agency Inquiry about Pride month flag

Greetings all,

USAID plans to have the Progress Pride flag raised in the 14th St. lobby at our Agency on June 1 and there all month long. The Administrator, Gender and Sexual Minorities ERG board members, and other Agency stakeholders will meet on June 1st for a photo op with the flag. However, it won't be a public celebration, that will happen later in the month with an official Agency Pride event (hybrid in-person and online).

Best,

Kiona Owens

On Thu, May 26, 2022 at 7:51 AM Williams, Teri R <Teresa.Williams2@opm.gov> wrote:

Hello,

We received an inquiry from an agency trying to benchmark other Federal agencies "to find out whether they will be flying a Pride Flag over their building in observance of Pride month, if so, for how long?"

Is your agency flying a Pride flag?

Best,

Teri Williams (she/her)

Diversity Program Specialist

Office of Diversity, Equity, Inclusion, and Accessibility

U.S. Office of Personnel Management

teresa.williams2@opm.gov | 202.606.2187

[OPM.gov](https://www.opm.gov) | [MAX.gov](https://www.max.gov)

OPM | ODEIA

--

Kiona Owens

(She, Her, Hers) (Why is this important?)

Global Diversity, Equity, Inclusion, and Accessibility Advisor

People, Workplace, and Culture Division

USAID | Office of the Chief DEIA Officer

kiowens@usaid.gov | mobile: 571-215-2210

"Diversity is being invited to the party. Inclusion is being asked to dance. Belonging is dancing like no one's watching."

Interested in consulting with the DEIA PWC Team? Join us at our weekly office hours.

In accordance with the policies and procedures set forth E.O. 13526 this email is UNCLASSIFIED

For Official Use Only - Privacy Act Sensitive. This document was prepared by USAID and is covered by federal and state law governing electronic communications. It may contain confidential, pre-decisional, and/or sensitive Government information, and is not for release, review, retransmission, dissemination or use by anyone other than the intended recipient. Please consult the original sender before disclosing any information contained herein. If you have received this in error, please reply immediately to the sender and delete this message.

Message

From: EPAExecSec [EPAExecSec@epa.gov]
Sent: 6/1/2022 1:37:47 AM
To: ~~Ex. 6 - Administrator Regan's Secondary Email~~
Subject: FW: Thank you. RE: Raising the Pride Flag at EPA

From: Marr, Suzanne <Marr.Suzanne@epa.gov>
Sent: Tuesday, May 31, 2022 7:48 PM
To: Regan, Michael <Regan.Michael@epa.gov>
Subject: Thank you. RE: Raising the Pride Flag at EPA

Dear Administrator Regan –

I know you are very busy and likely will never read this, but I still feel the need to express my appreciation for this announcement.

I am so very thankful for you and for your leadership in this action.

I am so excited and am very proud of EPA for taking this step.

And not just for me, Ex. 6 Personal Privacy (PP) long-time EPA employee,

but also for all the new staff, and the yet-to-be staff, who define their own orientation and gender and look for a workplace where they can be themselves.

And additionally for those we work with outside of EPA: in state, tribal and territory agencies; and in communities across the country.

As we strive to provide an inclusive and respectful workplace for all, given your decision to fly the Pride flag, I am enthusiastic about EPA's future.

Thank you for acting from your heart.

with much gratitude,

Suzanne Marr
Watersheds Office (WTR-3-2), US EPA, Region 9
75 Hawthorne Street, San Francisco, CA 94105
☎ 415-972-3468. marr.suzanne@epa.gov
My pronouns are she/her/hers.

From: Message from the Administrator <messagefromtheadministrator@epa.gov>
Sent: Tuesday, May 31, 2022 11:17 AM
To: Message from the Administrator <messagefromtheadministrator@epa.gov>
Subject: Raising the Pride Flag at EPA



Colleagues,

I am pleased to invite you to join us on Wednesday, June 1st at 12 noon ET for the first-ever raising of the LGBTQ+ flag in honor of Pride Month.

I am excited to be part of this historic event. For the first time in EPA's 50-year history, we proudly raise this flag alongside the U.S. and EPA flags outside of our headquarters.

The 1969 Stonewall uprising is widely recognized as a catalyst for the gay rights movement – a movement that has evolved over the last 50 years. The flag we will fly reflects the diversity of the LGBTQ+ community and builds on the original rainbow design to include the transgender community and LGBTQ+ communities of color.

Too many LGBTQ+ Americans across our nation continue to face discrimination and hate. I'm proud to be part of an Administration that is deeply committed to confronting longstanding inequities and upholding our nation's promise of equality, liberty, and justice for all. No one should face discrimination or harassment because of who they are or whom they love.

For EPA HQ staff who will be working in the building on June 1st, you are invited to gather on the 12th Street green space outside WJC-N. For others, including our regional colleagues, we will be live streaming the event on Instagram, which you can watch at [@EPAMichaelRegan](#). We will have a fully closed captioned version available for viewing on our [YouTube channel](#) following the event.


We look forward to seeing you on June 1st.

Michael S. Regan
Administrator


Message

From: Atkinson, Emily [Atkinson.Emily@epa.gov]
Sent: 6/17/2022 7:10:04 PM
To: McCabe, Janet [McCabe.Janet@epa.gov]
CC: Monger, Jon [Monger.Jon@epa.gov]; Drinkard, Andrea [Drinkard.Andrea@epa.gov]; Gibson, Neshawne [Gibson.Neshawne@epa.gov]
Subject: 6/21 Calendar, Materials and Reading Folder
Attachments: FW: Comms Outlook - June 17; FOR REVIEW: EVS Mid-point Email ; EVS Deputy Administrator Mid-Point Message_FOR REVIEW.docx; Fwd: GKM clips; maternal health blueprint rollout tentative date 6/24; NCTF - speaking role for EPA; EPA PFAS 4 HAs TPs - DRAFT 6.14.22 .docx; 2022.06.01 Approps TPs.docx; EPA Key Needs FY 2023 v4 20220610.docx; 3.03. Energy Prices TPs.docx; 2022.06.15 Approps calls for JMc.docx; ta_cpf_cds_admin_funding 2022-06-16 03_49_43.docx; This Week@EPA June 1, 2022 ; This Week@EPA June 1, 2022 ; Consolidated Briefing Materials_ECOS FY 2024 Budget Meeting_6_17_22.docx; 2021 02 09 EPA Event Information Form Template OAR request for June 21 2022 CIAQ mtg Updated.docx; CIAQ Meeting - 06-21-22 - Deputy Administrator McCabe Opening Remarks 06-15 ORIA_FOR REVIEW.docx; Look Ahead Calendar for 6/22 - 24; RE: Janet's RA Meetings the Week of June 20; RE: Janet's RA Meetings the Week of June 20; ATT19203; ATT22963; ATT66645; ATT93773; ATT94581; ATT59666; ATT38203; ATT22840; ATT01705; ATT36244; ATT66203; ATT40807; ATT93315; ATT51440; ATT95409; ATT72605; ATT70915; ATT53107; ATT96337; ATT34280; ATT14720; ATT99489; ATT32049; ATT67802; ATT92367; ATT02291; ATT16883; ATT35688; ATT86042

Reading Folder:
FOR REVIEW: EVS Mid-point Email



FOR REVIEW:
EVS Mid-point E...



EVS Deputy
Administrator Mi...

FOR REVIEW: 6/22 – 24 Calendar Look Ahead



Look Ahead
Calendar for 6/22...

FYI: Gold King Mine Clips



Fwd: GKM clips

FYI: Maternal Health Blueprint Rollout Tentative Date 6/24







maternal health
blueprint rollout t...

































FYI: Comms Outlook - June 17



FW: Comms
Outlook - June 17

 **Tue, Jun 21**

	All Day	Working from DC Today
	Before 8:00 AM	Free
	8:00 AM – 8:30 AM	Hybrid Meeting: General Discussion, OGC
	8:30 AM – 9:00 AM	Hybrid Meeting: Check-in

	9:00 AM – 9:15 AM	Free
	9:15 AM – 9:30 AM	Hybrid Meeting: Daily Check in with Jon, Andrea + Emily
	9:30 AM – 10:00 AM	Video-call: Monthly Check In with KC Becker, Region 8
		
		RE: Janet's RA Meetings the We...
	10:00 AM – 10:45 AM	Hybrid Meeting: Early Guidance: Greenhouse Gas Standards for New Electric Generating Units under CAA Section 111(b)
	11:00 AM – 11:30 AM	Hybrid Meeting: Bi-Weekly with Maureen Gwinn, ORD
	11:30 AM – 12:15 PM	Free
	12:15 PM – 1:00 PM	Video-call: Monthly Check In with Lisa Garcia and Walter Mugdan, Region 2
		
		RE: Janet's RA Meetings the We...
	1:00 PM – 1:30 PM	Remarks at Federal Interagency Committee on Indoor Air Quality (CIAQ) Meeting
		
		2021 02 09 EPA Event Informatio...
		
		CIAQ Meeting - 06-21-22 - Deput...
		(Confirmed)
	1:00 PM – 1:45 PM	Operations Meeting
	1:30 PM – 2:00 PM	Hybrid Meeting: Pre-Brief for the FY 2024 Budget Meeting with ECOS, OCFO
		
		Consolidated Briefing Materials...
	2:00 PM – 3:00 PM	Hybrid Meeting: Senior Staff Meeting
	2:40 PM – 3:00 PM	EXTERNAL: Video-call with Rep. Derek Kilmer (WA-06) and EPA's Deputy Administrator Janet McCabe (Confirmed)
		
		ta_cpf_cds_admi... 2022-06-16 03_4...
		
		2022.06.15 Approps calls for...
		
		3.03. Energy Prices TPs.docx
		
		EPA Key Needs FY 2023 v4 2022...
		
		2022.06.01 Approps TPs.docx
		
		EPA PFAS 4 Has TPs - DRAFT 6.1...
	3:00 PM – 3:05 PM	Free
	3:05 PM – 3:15 PM	Video-call: Lisa Pham (R6)
		
		This Week@EPA June 1, 2022
	3:15 PM – 3:20 PM	Free
	3:20 PM – 3:30 PM	Video-call Lohitaksha (Lo.) Rao (R8)
		
		This Week@EPA June 1, 2022
	3:30 PM – 4:00 PM	Hybrid Meeting: Monthly Infosec Briefing for Deputy Administrator, OMS
	4:00 PM – 4:30 PM	Hybrid Meeting: Weekly Meeting with Robin Collin, AO
	4:30 PM – 5:00 PM	EPA Weekly BID Implementation Meeting



4:30 PM – 5:30 PM *FYI: NCTF Principals Meeting*
You do not plan to attend (Dan is the Administrator's +1)



NCTF - speaking
role for EPA



5:30 PM – 6:00 PM **Free**



6:00 PM – 6:30 PM Hybrid Meeting: Weekly with Dan Utech and Janet McCabe, AO



After 6:30 PM Free

.....

From: This Week @ EPA [epanews@epa.gov]
Sent: 6/1/2022 9:36:01 PM
Subject: This Week@EPA June 1, 2022

THIS WEEK @ EPA



Photo of the Week: Sunrise at Lanikai Pillbox Hike, Taken by Delanie Vasil, Region 9.

[View Collection](#) >

IN CASE YOU MISSED IT

- Administrator Regan makes a [Statement on the Tragic Events in Uvalde, Texas.](#)
- Administrator Regan and EPA [Honor Those Who Sacrificed for Our Freedoms.](#)
- Administrator Regan Announces [Historic Raising the Pride Flag at EPA.](#)
- Administrator Regan [Congratulates](#) our new Assistant Administrator for ORD.
- Deputy Administrator McCabe notes the [Launch of the 2022 Federal Employee Viewpoint Survey.](#)

[View Mass Mailers >](#)

- Biden-Harris Administration [Announce Actions to Improve Drinking Water and Wastewater Services](#) for Tribes and Alaska Native Villages.
- Administrator Regan [Highlights US Climate Leadership, Work to Deliver Environmental Justice, Pollution Reductions and Ocean Protections](#) at G7 Ministers Meeting in Berlin.
- EPA [Releases Annual Air Report](#), Highlighting Trends Through 2021.
- EPA [Marks 14th Don't Fry Day](#), Urges Sun Safety to Guard against Skin Cancer.
- EPA [Announces the 2022 National Federal Facility Excellence in Site Reuse Award Winners](#).
- EPA and Army Host Southwest - [Focused Virtual Regional WOTUS Roundtable](#).
- EPA [Seeks Applications](#) For Brownfields Job Training Grants.
- EPA [Names 2022 Top Cities for Energy Star Certified Buildings](#).
- EPA [Announces \\$75 Million WIFIA Loan](#) to Mitigate Flood Risk in Howard County, Maryland.
- [Joint Statement](#) by the U.S. Environmental Protection Agency, the German Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection, and the German Environment Agency.
- EPA [Announces Federal Working Group](#) to Strengthen Coordination on Water Reuse and Integrated Water Resources Management Approaches.
- EPA [Announces \\$97 Million in WIFIA Loans](#) to Modernize Water Infrastructure in Medford, Oregon.
- EPA [Announces \\$10 million in Grant Funding](#) to Support Water Quality Monitoring for Safe Summer Beach Recreation.

[Browse News Releases >](#)



This week we recognize these 13 employees:

- **Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month:** This week, in honor of AANHPI Heritage Month, we recognize the following 13 employees: Catherine Penilla

(ORD), Chitra Kumar, Ed Chu (R7), Harrison Cheng (ORD), Jacquie Linenberg-Huynh (OECA), Lisa Pham (R6), Lohitaksha (Lo.) Rao (R8), Maria Martir (OIG), Melissa Wise (OMS), Nicole Tachiki (R2), Piyachat Terrell (AO), Roopa Mulchandani (OIG), Tina Yin (R9) [Please read this week's profiles.](#)

[Nominate an employee >](#)



Consider Voting for EPA's Sammies Finalist Cindy Newberg

Cindy Newberg, the Stratospheric Protection Division Director in the Office of Air and Radiation's Office of Atmospheric Programs, has progressed to the next round of voting (top 12) for the 2022 Samuel J. Heyman Service to America Medals People's Choice Award. [Consider voting for Cindy here.](#)

Gender Pronouns: 101

Pronouns are a lot like names: we use them to refer to people when they aren't around. As with names, pronouns can be deeply tied to a person's identity, and people might choose to change their pronouns for a number of reasons. Everyone should be able to choose how others refer to them and it's a show of respect to learn and use people's pronouns. [Learn how to create an inclusive culture at EPA.](#)

Week 5: AANHPI Leader Profile

In honor of Asian American Pacific Islander (AAPI) Month, the EPA Asian American Native Hawaiian and Pacific Islander (AANHPI) EmPower group has put together a series of Asian American profiles. Each week this month one such profile will be shared. This week we introduce Edith Kanaka'ole. [Learn more about Edith Kanaka'ole.](#)

Closing out Older Americans Month

As we bring this month to a close, we want to give you one last tidbit for Older Americans Month. Please remember to support your loved ones & let them know they are loved. Give them their flowers no matter what, and [let them know you are here for them.](#)

EPA Perspectives: Hurricane Season is Almost Here, and It's Time to Get Prepared

From Irma to Maria to Ida, we have seen more and more highly destructive hurricanes over the past several years. In fact, last year was the third most active hurricane season ever. As these large storms become more frequent, we know that climate change is a major factor to the increase in these extreme weather events. [Read the EPA Perspectives article on hurricane preparedness.](#)

Bee Part of the Buzz: 2nd Annual Pollinator Photo Contest

Participate in the [Pollinator Protection Initiative's 2nd Annual Pollinator Photo Contest](#) to celebrate National Pollinator Week, June 20-26. Recognize contributions pollinators such as bees, butterflies, birds, and bats make to our economy and food supply by submitting your pollinator and pollinator habitat photos. [Participate in the Photo Contest](#).

Instructions for time and attendance for Pay Period 12, 2022, May 22-June 4, 2022

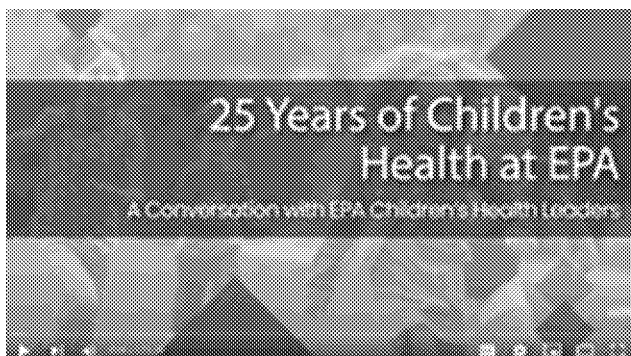
This is time and attendance guidance for Pay Period 12, May 22-June 4, 2022. [Please see the guidance to the time and attendance](#).

[Internal News >](#)



2022 Employee Viewpoint Survey Launches

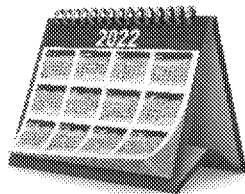
The U.S. Office of Personnel Management launches the 2022 Employee Viewpoint Survey (EVS) this week. The EVS measures employee perceptions about areas critical to federal agencies, such as leadership, supervisors, individual work units, and the work-life environment. [Please be on the lookout](#) for this voluntary and confidential survey.



Recognizing 25 years of children's health at EPA

The Office of Children's Health Protection hosted a discussion with former EPA Administrator Carol Browner, current EPA Deputy Administrator Janet McCabe and Ramona Trovato, the first OCHP Director, to discuss EPA's work to protect children's health. The discussion highlighted key milestones that influenced how EPA protects children from environmental exposures, actions to protect children's health in the future, and emerging children's environmental health issues.

[View video >](#)



May 31: [Timecard Corrections Due from Prior Pay Periods for Pay Period 12](#)

June 1: [Join the Cut Your Carbon Footprint Challenge](#)

June 1: [EPA's Voices Against Racism](#)

June 2: [Time and Attendance for Pay Period 12 ending June 4, 2022](#)

June 6: [GeoPlatform Webinar Series](#)

June 8: [Webinar #2: Estimating Cumulative Health Burdens Using the Global Burden of Disease \(GBD\) Method](#)

June 14-16: [2022 Laboratory Enterprise Showcase](#)

Please visit the [agency calendar](#) (VPN required) to add agency events to your Outlook calendar. For help adding agency calendar items to your Outlook calendar, please see: [How to Easily Add Agency Calendar Events to Outlook](#).

[View Agency Calendar >](#)

We would love to hear our feedback about this newsletter. Please contact us at internalcomms@epa.gov | <https://work.epa.gov/ao/about-office-internal-communications>

Looking for previous editions of the newsletter? Go to the [Newsletter Archive](#)

Message

From: Atkinson, Emily [Atkinson.Emily@epa.gov]
Sent: 6/24/2022 9:21:03 PM
To: McCabe, Janet [McCabe.Janet@epa.gov]
CC: Monger, Jon [Monger.Jon@epa.gov]; Drinkard, Andrea [Drinkard.Andrea@epa.gov]; Gibson, Neshawne [Gibson.Neshawne@epa.gov]
Subject: 6/27 Calendar, Materials and Reading Folder
Attachments: FW: Comms Outlook - June 24; ORD All Hands Large Event Approval (DA Signature Requested); ORD_06-2022_All Hands Large Mtg.pdf; FOR MONDAY: OCFO LGBTQ+ Event ; LGBTQ.Leadership.Flyer.6.22.pdf; RE: [Input by 2pm] Scheduling Request: Deputies Meeting on Build America, Buy America (BABA); 0601 Options Selection_proposed PFAS NPDWR_June_27 CLEAN.pptx; 0301 2022-06-27_HD2027_EG_For OA.pptx; 0300 2022-06-27 OAR Briefing Memo HD2027+ EG for OA.docx; RE: Deputy Administrator McCabe / Scenic Hudson; PCBs Presentation EPA.pdf; DA Briefing 6-27-22.docx; **Ex. 5 Deliberative Process (DP)**
Ex. 5 Deliberative Process (DP) TAB C_Draft Progress Report to COS on 2022 Cross-Agency Life Experiences.docx; TAB D_Overview of the TMF Customer Experience Allocation.pdf; RE: Janet's RA/DRA Meetings the Week of June 27; Agenda DA Monthly with OSDBU 6.27.22.docx; ASBO Monitoring and Reporting Strategy Final Draft June 2022.docx; 0701 111d.EG.AO.06.27.2022 FINAL.pptx; 0800 2022-6-27 Draft Administrator Social.docx; FW: HEI Annual Conference Event Information form; EPA Event Information Form_McCabe_HEI_Final2.docx; AnnConf_Session Agenda_MondayAM.docx; 6..24.22 HEI_FOR REVIEW.docx; RE: Please add to my calendar the specific time blocks below FW: SAVE THE DATE and Homework; Look Ahead ; ATT20849; ATT01879; ATT52464; ATT18858; ATT06543; ATT16293; ATT67544; ATT73746; ATT41971; ATT42270; ATT63622; ATT73012; ATT11341; ATT94307; ATT43227; ATT40887; ATT32621; ATT47124; ATT04608; ATT94048; ATT30487; ATT58264; ATT35637; ATT96646; ATT81741; ATT76203; ATT22403

Reading Folder:

FOR REVIEW/SIGNATURE: ORD All Hands Large Event Approval (DA Signature Requested)



ORD All Hands
Large Event Appr...



ORD_06-2022_All
Hands Large Mtg...

FOR REVIEW: Ex. 5 Deliberative Process (DP)

Ex. 5 Deliberative Process (DP)

FOR REVIEW: Deputy Administrator McCabe / Scenic Hudson Follow Up



RE: Deputy
Administrator Mc...



PCBs Presentation
EPA.pdf

FYI: Weekly Lookahead for 6/28 – 7/1



Look Ahead

FYI: Scheduling Request: Deputies Meeting on Build America, Buy America (BABA) – 7/6 is the target date



RE: [Input by 2pm]
Scheduling Requ...

FYI: Comms Outlook - June 24



FW: Comms
Outlook - June 24

Mon, Jun 27



All Day FYI: DEIA Workgroup Homework Due Thursday 6/30



RE: Please add to
my calendar the ...



All Day Working from DC Today

Before 8:00 AM Free



8:00 AM – 8:30 AM Hybrid Meeting: Monthly Check In with OCHP



8:30 AM – 9:00 AM Check-in



9:00 AM – 9:15 AM Free



9:15 AM – 9:30 AM Hybrid Meeting: Daily Check in with Jon, Andrea, Emily and Neshawne



9:25 AM – 9:45 AM Motorpool: Pickup in EPA Courtyard to The Westin City Center



9:45 AM – 10:30 AM EXTERNAL: HEI Speech (Confirmed)



FW: HEI Annual
Conference Even...



6..24.22 HEI_FOR
REVIEW.docx



AnnConf_Session
Agenda_Monday...



EPA Event
Information Form...



10:00 AM – 10:45 AM



0300 2022-06-27
OAR Briefing Me...

Video-call: Early Guidance: HD 2027 Final Rule



0301
2022-06-27_HD2...



10:30 AM – 11:00 AM

Motorpool: Pickup at The Westin City Center to EPA HQ Courtyard



11:00 AM – 11:30 AM



DA Briefing
6-27-22.docx

Hybrid Meeting: Bi-Weekly with OMS - LER Update



11:30 AM – 12:00 PM

Hybrid Meeting: Kimberly Patrick, OMS



12:00 PM – 12:30 PM

Hybrid Meeting: Weekly with AO Implementation Team



12:30 PM – 1:00 PM



ASBO Monitoring
and Reporting St...



Agenda DA
Monthly with OS...

Video-call: Monthly Check In with OSDBU



1:00 PM – 1:30 PM

Hybrid Meeting: Bi-Weekly Future of Work Discussion with OMS, OGC and OPA



1:30 PM – 2:00 PM

Video-call: Monthly Check In with Daniel Blackman, Region 4



RE: Janet's
RA/DRA Meeting...



2:00 PM – 3:00 PM

Hybrid Meeting: Senior Staff Meeting



3:00 PM – 3:30 PM

Hybrid Meeting: Weekly Meeting with Robin Collin, AO



3:00 PM – 4:30 PM

Chief Diversity Officer (CDO) Council Meeting



3:30 PM – 3:40 PM



FOR MONDAY:
OCFO LGBTQ+ ...

EPA LGBTQ+ Opening Remarks and Leadership Panel



LGBTQ.Leaders...



3:30 PM – 4:15 PM Video-call: Options Selection for the Proposed PFAS National Primary Drinking



0601 Options
Selection_propos...

Water Regulation



4:30 PM – 5:15 PM Video-call: Early Guidance: Greenhouse Gas Standards for Existing Electric
Generating Units under CAA Section 111(d)



0800 2022-6-27
Draft Administrat...



0701
111d.EG.AO.06....



5:15 PM – 6:00 PM Free



After 6:00 PM Free

Message

From: Drinkard, Andrea [Drinkard.Andrea@epa.gov]
Sent: 6/24/2022 7:28:28 PM
To: McCabe, Janet [McCabe.Janet@epa.gov]
CC: Atkinson, Emily [Atkinson.Emily@epa.gov]; Monger, Jon [Monger.Jon@epa.gov]
Subject: FOR MONDAY: OCFO LGBTQ+ Event
Attachments: LGBTQ.Leadership.Flyer.6.22.pdf

Hi Janet,

On Monday afternoon you will be deliver very brief opening remarks at OCFO's LGBTQ+ event on Monday afternoon. I'm attaching the flyer with additional information about the panel and some very brief remarks (see below). Please let me know if you need additional information. Note that I'm asking for a phonetic pronunciation for Ex. 6 Personal Privacy (PP)

Run of Show

Emcee: DB Esch

Opening Remarks: Janet McCabe

Panel:

Debra Shore – Regional Administrator, Region 5

Ex. 6 Personal Privacy (PP)

Closing: Faisal Amin

Janet's Opening Remarks:

- Thank you, DB, and thank you to everyone who joined us today.
- I am very excited to kick of today's LGBTQ+ Senior Leadership Panel discussion.
- A few weeks ago, Administrator Regan raised the Pride Flag at EPA headquarters for the very first time in our 50-year history. It was a historic moment that celebrates that "love is love" no matter what it looks like. Since that warm June day, I have been reminded time and a time again how important it is for each of us to stand up, speak out, and support one another every opportunity we get.
- I sincerely thank OCFO for pulling this event together and to our amazing panelists for agreeing to share their experiences today and discussing how they have navigated work and identity throughout their careers.
- Let me welcome and introduce the panel:
 - Debra Shore – Regional Administrator, Region 5
 - **Ex. 6 Personal Privacy (PP)**
 -
 -
- I am very proud to be part of an administration and agency that are working hard to implement President Biden's Executive order to advance DEIA and to make our workplace safe, welcoming, and accessible to all of our staff and I look forward to today's discussion as we round out Pride Month at EPA.
- Before I wrap up, I want to recognize DavidBrian (DB) Esch and Ex. 6 Personal Privacy (PP) from OCFO—I understand that you were the lead organizers for today's program. Thank you so much for working hard to put this together.
- I will turn it back over to DB to get us started...



[Click here to join the meeting](#)

LGBTQ+

Senior Leadership Panel

EPA leaders will discuss how they have navigated work and identity.

June 27, 2022

3:30 - 4:30 PM EDT

Our Panelists



Debra Shore

Regional Administrator
Region 5 Headquarters

Ex. 6 Personal Privacy (PP)

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For more EPA Pride events, visit

Ex. 6 Personal Privacy (PP)

Message

From: McCabe, Janet [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=C6014E2E039B4EDEA04E1942CD86D68D-MCCABE, JAN]
Sent: 7/1/2022 1:53:47 AM
To: **Ex. 6 - Personal Privacy (PP)**
Subject: RE: Video of LGBTQ+ Leadership Panel from 6.27.22

😊. I am definitely working my way around the regions. I'm not sure where Region 3 is on the roster, but I'll definitely get there. I like Philadelphia a lot!

Janet

From: **Ex. 6 - Personal Privacy (PP)**
Sent: Thursday, June 30, 2022 6:17 PM
To: McCabe, Janet <McCabe.Janet@epa.gov>
Subject: RE: Video of LGBTQ+ Leadership Panel from 6.27.22

Thank you for the note, for opening the session and for the clear support from the top!

Hope to meet you in person at some point... I understand that you are interested in visiting the Regions soon (and probably have started that already)... Philadelphia and Region 3 EPA are both fantastic... not that I'm biased 😊

Happy 4th!

Ex. 6 - Personal Privacy (PP)

From: McCabe, Janet <McCabe.Janet@epa.gov>
Sent: Wednesday, June 29, 2022 6:01 PM
To: Esch, DavidBrian (he/him) <esch.david@epa.gov>; Shore, Debra <Shore.Debra@epa.gov>; **Ex. 6 - Personal Privacy (PP)**
Ex. 6 - Personal Privacy (PP)
Cc: **Ex. 6 Personal Privacy (PP)**
Ex. 6 Personal Privacy (PP)
Subject: RE: Video of LGBTQ+ Leadership Panel from 6.27.22

What a great picture! What a great group. it's an honor to know you.

Janet

From: Esch, DavidBrian (he/him) <esch.david@epa.gov>

Sent: Wednesday, June 29, 2022 5:22 PM

To: Shore, Debra <Shore.Debra@epa.gov>;

Ex. 6 - Personal Privacy (PP)

Ex. 6 - Personal Privacy (PP)

McCabe, Janet <McCabe.Janet@epa.gov>

Ex. 6 - Personal Privacy (PP)

Ex. 6 - Personal Privacy (PP)

Cc:

Ex. 6 Personal Privacy (PP)

Ex. 6 Personal Privacy (PP)

Subject: Video of LGBTQ+ Leadership Panel from 6.27.22

Friends,

I've only heard positive feedback about Monday's pride event—thank you again for sharing yourselves so deeply.

The 1-hour [video can be found here](#).

If you print out the attached photo and flyer and store it away in your attic—you will be proud to share this memory with your great grandchildren or young people in the future.

Great Gratitude,

DavidBrian (DB) Esch

U.S. Environmental Protection Agency

Office of the Chief Financial Officer

Office of Continuous Improvement

LGBTQ+ special emphasis program manager (SEPM)

My pronouns are he/him

(202) 564-0589 | Room WJC-N 2513L

1200 Pennsylvania Avenue NW Washington, DC 20460

OCI has created over 20 [easy-to-use toolkits](#) to help your team implement continuous improvement.

[Happy Pride Month](#)

Appointment

From: Ryan, Jini [Ryan.Jini@epa.gov]
Sent: 6/28/2022 11:18:08 AM
To: Drinkard, Andrea [Drinkard.Andrea@epa.gov]; McCabe, Janet [McCabe.Janet@epa.gov]; Taylor, Brian [Taylor.Brian@epa.gov]; Malouf, Chloe [Malouf.Chloe@epa.gov]; Filiault, Roland [Filiault.Roland@epa.gov]

Subject: Pride month message virtual taping
Location: Microsoft Teams Meeting

Start: 6/28/2022 5:30:00 PM
End: 6/28/2022 6:00:00 PM
Show Time As: Tentative

Recurrence: (none)

Required Attendees: Drinkard, Andrea; McCabe, Janet; Taylor, Brian; Malouf, Chloe; Filiault, Roland

Don't forward this invitation. Go to Microsoft Teams to invite additional people.

Microsoft Teams

Join live event

Join as producer or presenter when it's time for the live event.
Do not forward this invite to the attendees.

Ex. 6 Personal Privacy (PP) United States, Washington DC (Toll)

Conference ID: **Ex. 6 Personal Privacy (PP)**

Local numbers | **Reset PIN**

Producer help | Presenter help | Learn more

Manage live event resources

Join with a video conferencing device

Ex. 6 - Personal Privacy (PP) VTC Conference ID: **Ex. 6 Personal Privacy (PP)**

Alternate VTC instructions

Message

From: Ex. 6 Personal Privacy (PP)
Sent: 6/30/2022 11:57:58 AM
To: McCabe, Janet [McCabe.Janet@epa.gov]
Subject: RE: Video of LGBTQ+ Leadership Panel from 6.27.22

Thanks DB. Great event.

Ex. 6 Personal Privacy (PP)

From: McCabe, Janet <McCabe.Janet@epa.gov>
Sent: Wednesday, June 29, 2022 6:01 PM
To: Esch, DavidBrian (he/him) <esch.david@epa.gov>; Shore, Debra <Shore.Debra@epa.gov>; Ex. 6 Personal Privacy (PP)
Ex. 6 Personal Privacy (PP)
Ex. 6 Personal Privacy (PP)
Cc: Ex. 6 Personal Privacy (PP)
Ex. 6 Personal Privacy (PP)
Subject: RE: Video of LGBTQ+ Leadership Panel from 6.27.22

What a great picture! What a great group. it's an honor to know you.

Janet

From: Esch, DavidBrian (he/him) <esch.david@epa.gov>
Sent: Wednesday, June 29, 2022 5:22 PM
To: Shore, Debra <Shore.Debra@epa.gov>; Ex. 6 Personal Privacy (PP)
Ex. 6 Personal Privacy (PP) McCabe, Janet <McCabe.Janet@epa.gov>; Ex. 6 Personal Privacy (PP)
Ex. 6 Personal Privacy (PP)
Cc: Ex. 6 Personal Privacy (PP)
Ex. 6 Personal Privacy (PP)
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Great Gratitude,

DavidBrian (DB) Esch

U.S. Environmental Protection Agency

[Office of the Chief Financial Officer](#)

[Office of Continuous Improvement](#)

[LGBTQ+ special emphasis program manager \(SEPM\)](#)

[My pronouns are he/him](#)

(202) 564-0589 | Room WJC-N 2513L

1200 Pennsylvania Avenue NW Washington, DC 20460

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Happy Pride Month

Message

From: Esch, DavidBrian (he/him) [esch.david@epa.gov]
Sent: 6/29/2022 9:21:44 PM
To: Shore, Debra [Shore.Debra@epa.gov]; **Ex. 6 Personal Privacy (PP)**
Ex. 6 Personal Privacy (PP); Janet [McCabe.Janet@epa.gov]; **Ex. 6 Personal Privacy (PP)**
CC: **Ex. 6 Personal Privacy (PP)**
Subject: Video of LGBTQ+ Leadership Panel from 6.27.22
Attachments: Photo.LGBTQ.Leadership.6.27.22.jpg; LGBTQ.Leadership.Flyer.6.23.22.pdf

Friends,

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[Click here to join the meeting](#)

LGBTQ+

Senior Leadership Panel

EPA leaders will discuss how they have navigated work and identity.

June 27, 2022

3:30 – 4:30 PM EDT



Our Panelists



Debra Shore

Regional Administrator,
Region 5 Headquarters

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Ex. 6 Personal Privacy (PP)

Appointment

From: MassMailer [massmailer@epa.gov]
Sent: 6/28/2022 9:59:56 PM
To: MassMailer [massmailer@epa.gov]; EPA-DynamicMassMailer [EPA-DynamicMassMailer@epa.gov]
Subject: EPA's 20th Annual Pride Month Observance
Location: MS Teams
Start: 6/30/2022 4:00:00 PM
End: 6/30/2022 5:00:00 PM
Show Time As: Tentative

Required Attendees: EPA-DynamicMassMailer

Please join EPA's 20th Annual Pride Month Observance, celebrating EPA's Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual (LGBTQIA+) community, on Thursday, June 30, 12-1:30 p.m. ET via [MS Teams Live](#). This year, Pride Month kicked off with Administrator Regan raising the Pride Flag at EPA Headquarters for the first time in EPA's 50-year history.

This year's theme is "Being an Ally to LGBTQIA+ Employees and Family Members" as stated in the [Presidential Pride Month Proclamation](#). The keynote speaker for the program is Brian Bond, Director of PFLAG and former Associate Administrator for the Office of Public Engagement and Environmental Education. He will provide a message of hope and encouragement for ally-led action.

Accessibility Information: EPA will provide Communication Access Real-time Translation (CART captioning), ASL (American Sign Language) interpreters, and CLTs ([Cued Language Translators](#)). For these features, please join via [ZoomGov for Accessibility](#) (Meeting ID: [Ex. 6 Personal Privacy \(PP\)](#)). For audio-only, please dial [Ex. 6 Personal Privacy \(PP\)](#). If you need technical assistance on the day of the event, please contact your local IT helpdesk. Separately, if you require a disability accommodation, please contact Reasonable accommodations at disabilityaccommodations@epa.gov.

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